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ABSTRACT

In 1985 Georgia adopted the Quality Basic Education Act that requires local school systems to provide all public school officials and personnel the opportunity to continue their development throughout their professional careers. A formula was set for State funding of professional development programs. The Act also required each local school system to submit an annual comprehensive staff development plan designed to address the specific needs of the system and its personnel. In 1987, the Abbreviated Plan for Staff Development established, coordinated, and maintained programs that addressed, according to priorities, the assessed needs of certified school personnel only. Needs were considered from points of view of professional development and instructional effectiveness. These needs were considered by school system administrators according to each of three stages of professional development: induction, remediation, and enrichment. This report provides statistical data from a survey of Georgia school districts on the progress, procedures and fund dispersements under terms of the Act as of January 1988. (JD)

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Staff Development Programs in Georgia Under Quality Basic Education

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Teacher Education and Staff Development Unit
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Georgia Department of Education
Atlanta, Georgia 30334-5030

January 1988

SP 029 880

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STAFF DEVELOPMENT PROGRAMS IN GEORGIA UNDER QUALITY BASIC EDUCATION

Executive Summary

Recognizing the need for effective staff development programs through which public school personnel may enhance their competencies and realize their professional potential, the General Assembly of Georgia in 1985 adopted the Quality Basic Education Act (QBE) which requires local school systems to provide all public school officials and personnel the opportunity to continue their development throughout their professional careers. A formula was set for funding professional development programs. The Act also requires each local school system to submit an annual comprehensive staff development plan designed to address the specific needs of the system and its personnel.

Staff Development Program in Georgia During FY 87

In FY 87 the Abbreviated Plan for Staff Development established, coordinated and maintained programs that addressed, according to priorities, the assessed needs of certified school personnel only. Needs were considered from the points of view of professional development and instructional effectiveness. The needs of all certified teaching, leadership and service personnel were considered by school system administrators according to each of three stages of professional development: induction, remediation and enrichment (enhancement). Induction refers to the process of preparing persons to enter a new field of employment; it can continue for three years. Induction includes not only staff development for beginning teachers but also staff development for any employee who has accepted an assignment in a new function. Remediation means the provision of staff development opportunities to assist personnel who have been employed in a field for three or more years, and who must overcome deficiencies identified through their annual performance evaluations. Enrichment (enhancement) is the provision of learning

opportunities which renew one's professionalism by addressing needs that have been identified through self evaluation.

School system administrators also examined the needs of personnel based on evaluations of the effectiveness of school and school system instructional programs. An educational program is effective to the extent that students achieve the objectives of that program. If the objectives are not achieved, program changes may be in order. The competencies which personnel must have to perform adequately in the roles required by the new or revised educational program are staff development needs.

For the purpose of determining staff development needs that are based on instructional effectiveness, educational programs were grouped into five broad categories: general, special, remedial, adult and instructional support. General education encompassed all kindergarten, primary, middle grades, high school and vocational education programs. Special education meant all programs for exceptional children, including programs for gifted students. Remedial education was the provision of opportunities for students who need to overcome their deficiencies in educational achievement and included all such programs funded by local, state and federal sources. Adult education included adult basic and general educational development. Instructional support referred to areas such as media selection and utilization, computer literacy, classroom management, etc., that have direct application to all educational programs. Needs based on instructional effectiveness were also described according to the scope of the educational program; e.g., whether the new or revised program was to operate on a school-wide, system-wide or state-wide basis.

In FY 87 Georgia school systems reported a total of 3,981 staff development programs for certified personnel with an average participation per staff development activity of 17. Total participation of certified personnel was 113,868--97,937 participants in 182 systems were teaching personnel, 8,626

leadership personnel in 170 school systems, and 7,305 service personnel in 143 school systems. Staff Development allocation to Georgia school systems was $5,967,005; total program expenditure was $5,876,623.46; average staff development program expenditure was $1,476; and average expenditure per participant was $52.

School systems implemented staff development programs designed to meet the specific needs of their personnel without attempting to meet certification renewal credit requirements. School systems met the needs of certified personnel by implementing more staff development activities such as attendance at conferences and visitation to other school systems. The number of staff development activities approved for certification renewal (SDU) credit remained about the same as in FY 86 (The number of school systems reporting approved SDU activities also remained about the same.); 2,198 activities for certification renewal credit were approved by school systems, regional educational service agencies (RESAs), institutes of higher learning, vocational schools and other agencies; 101 school systems reported 1,674 staff development activities, and the 16 RESAs reported a total of 283 activities approved for certification renewal credit. The major emphases were in the areas of personnel management and development, and vocational education/computer technology.

In their evaluation of staff development activities, participants believed that the activities effectively met their needs regardless of the training agency. Participants specifically believed that (a) the staff development activities were related to their educational concerns, (b) the presentations were well organized, and (c) personnel conducting the activities exhibited the qualities essential to the success of the activity; i.e., showed creativity, possessed specialized knowledge and communicated well. The majority of staff development activities evaluated were conducted by local school system personnel. RESA consultants also conducted many staff

development activities within school systems as well as sponsored multisystem staff development activities.

From a review of information received by the Georgia Department of Education from local school system staff development coordinators, indications are that there was increased participation in staff development activities by personnel holding life certificates, and that the financial assistance to attend college courses motivated participants to improve their job-related knowledge and skills. Also, the morale of certified personnel improved because of their opportunity to learn about new curriculum innovations and ideas, to communicate with others in related fields outside their own school systems, and to share these ideas with their system personnel. The formation of system-wide planning teams for staff development allowed school systems to focus more closely on various needs and involved more system personnel in actual planning. Finally, there was an increased awareness by participants that staff development is continuous professional development beyond attending workshops/college courses for advanced degrees or certification renewal.

Professional Development Stipend Program in Georgia During FY 88

In FY 88 the Professional Development Stipend Program provided stipends for certified personnel who attended staff development activities (college or SDU activities) which addressed their assessed needs. Needs were considered from two points of view--professional development and instructional effectiveness. The needs of all certified teaching, leadership and service personnel were considered by school system administrators according to each of three stages of professional development--induction, remediation and enhancement. For the purpose of determining staff development needs that are based on instructional effectiveness, educational programs were grouped into four broad categories: general, special, remedial, and instructional support.

The total amount of FY 88 Professional Development Compensation allocated to Georgia school systems was $23,027,548. Of this allocation, all 186 school systems distributed $21,334,894.19 as professional development stipends (PDS), and 156 school systems spent $958,196.79 in employee benefits (social security). This is a total expenditure of $22,293,090.98. The average stipend per recipient was $1,045, per activity was $973, and per quarter hour or SDU credit was $255.

The total number of certified personnel in all 186 school systems receiving professional development stipends in FY 88 was 20,408. Of this number 19,673 were employed during FY 87 for 190 contract days (10 months), 268 for 200 days (10.5 months), 289 for 210 days (11 months), 135 for 220 days (11.5 months), and 43 for 230 days (12 months).

The number of certified personnel receiving professional development stipends by QBE professional category ranged from no one in the superintendent category to 16,154 persons in the regular instructional personnel category. Five hundred and forty-one persons in the student services category, 1,367 persons in the administrative and supervisory category, and 403 persons in the instructional specialist category received professional development stipends. Also, 1,378 persons in the special education category, 57 persons in the grades six through eight vocational instructional category, and 508 persons in the grades 9-12 vocational instructional category received professional development stipends.

Professional development stipends were paid to certified personnel for their successful completion of 21,919 (duplicated) college courses and/or SDU activities; 178 school systems paid recipients for 5,521 college courses (28,089 quarter hours, an average of 5.1 quarter hours per course); and 176 school systems paid recipients for 16,398 SDU activities (55,479 SDU credits, an average of 3.4 credits per activity).

Almost twice as many activities were conducted to meet instructional program needs as were conducted to meet professional development needs. A total of 7,795 college courses and/or SDU activities were conducted to meet professional development needs. Of this total number of courses/activities, 4,725 were conducted to meet induction needs, 1,485 for remediation, and 1,585 for enhancement. A total of 14,124 college courses or SDU activities were conducted to meet instructional program needs. Of this total number of courses/activities, 8,559 were conducted to meet general education needs, 552 for special education, 757 for remedial education, and 4,256 for instructional support.

The number of college courses and SDU activities by taxonomy ranged from 422 courses/activities in visual and performing arts to 11,364 in personnel management and development. There were 970 courses/activities in guidance, counseling, supportive services; 2,656 in languages (including reading); 901 in life/physical sciences; and 1,462 in mathematical sciences were conducted to meet identified needs. Also, 729 courses/activities in physical education, health and leisure; 732 in social sciences and social studies; 1,032 in special education; and 1,651 in vocational education/computer technology were attended by PDS recipients.

Prepared by Teacher Education and Staff Development Unit
Division of Personnel Development
Office of Evaluation and Personnel Development
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STAFF DEVELOPMENT PROGRAMS IN GEORGIA UNDER QUALITY BASIC EDUCATION

I. Staff Development Program in Georgia During FY 87

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STAFF DEVELOPMENT PROGRAMS IN GEORGIA UNDER QUALITY BASIC EDUCATION

Introduction

The State of Georgia has maintained a role in the continued development of teachers since 1930, at first through allotments to local school systems for grants to individual teachers and later through appropriations to support the General Education, Special Education and Vocational Education programs. In the early years the focus was on informal advising and reviewing of specific subject matter, filling gaps in college degree requirements and introducing new curricula or teaching techniques. However, in recent years, staff development has focused on such areas as helping teachers complete requirements for certification renewal or additional degrees, developing skills to work with special pupil populations, and developing new curricula, materials and instructional strategies.

Under the General Education Program, separate funds were allocated to local school systems for three purposes: (a) to provide continued professional development for regular purposes usually for experienced personnel; (b) to provide course work for which Staff Development Units (SDUs) and college course credit could be earned and counted toward certification renewal; and (c) to provide support for beginning teachers in the Performance-Based Certification process.

Federal flow-through funds and state funds have been provided in the past to support continued professional development activities for Georgia public school educators. The majority of the flow-through funds were designated to provide professional development activities in support of

programs for special student populations. State funds provided support for staff in all instructional categories.

In 1984 the Georgia Professional Standards Commission presented to the Georgia Board of Education a model for designing staff development plans that provided for joint input by teachers and supervisors. Staff Development: A Set of Procedural Guidelines was designed to provide assistance to local school systems in planning and conducting programs for the continued development of teachers. In 1983-84, the Personnel Committee of the Governor's Education Review Commission researched the question of whether there was a need for continued professional development and what continuing professional development should involve. The Committee concluded that a coordinated program of continued professional development of educators should be a priority at the state and local levels and that the state should provide flexibility to local school systems in utilization of state and federal funds allotted for continued professional development. The Local Education Agency (LEA) is charged with the responsibility of developing a model for professional development with specifications of content and delivery method. The LEA is also responsible for finding and selecting the most appropriate organization(s) to deliver the services.

Recognizing the need for effective staff development programs through which public school personnel may enhance their competencies and realize thei professional potential throughout their careers, the General Assembly of Georgia in 1985 adopted the Quality Basic Education Act (QBE) which requires local school systems to provide all public school officials and personnel the opportunity to continue their development throughout their professional careers. A formula was set for funding professional development programs. The Act also requires local school systems to submit annual comprehensive

staff development plans designed to address the specific needs of the system and its personnel.

Purpose of Staff Development

Continuous learning for local school system personnel stems from the need to incorporate new knowledge, skills and attitudes into the planning and organization of the curricula, methods, materials of instruction and procedures by which the educational enterprise manages to achieve desired student results. Effective continuing staff development programs will result in a more professional, self-assured teaching, administrative and supportive force in the educational system. Therefore, personnel responsible for the educational program in a local school system should be given the primary responsibility for determining system and individual staff development needs along with responsibility for implementing programs to meet these needs.

The Georgia Plan for Staff Development is based on the recognition that professional development of personnel represents a continuum of activities that range from local system staff development programs designed to meet system needs to individual professional staff development programs designed to meet the needs or aspirations of individuals. The Georgia Department of Education can most effectively support local staff development programs by providing authority, funding, guidance and technical assistance to local school systems in the planning, design, implementation and evaluation of continuing professional development programs. The State Department of Education will provide necessary technical assistance to ensure compliance with all applicable statutes and will work with local systems in the approval of a comprehensive staff development plan which will stimulate quality staff development programs at the local level.

Legal Requirements

All public school officials and personnel shall be provided the opportunity to continue their development throughout their professional careers. The primary purpose of the staff development activities sponsored by local units and/or the Georgia Department of Education shall be directed toward the implementation of this policy. Two additional purposes of staff development programs are to adopt into general practice the findings of scientifically-designed research which has been widely replicated, particularly as it relates to teacher and school effectiveness, and to address the professional needs and deficiencies identified during the process of objective performance evaluations (20-2-230).

The State Superintendent of Schools shall establish criteria to be used by all local school systems in developing an annual comprehensive staff development plan. These criteria will ensure that all activities related to personnel are included in the comprehensive plan. Each local school system shall develop an annual comprehensive staff development plan and submit the plan to the State Board of Education for review and approval as prescribed by the State Board. The annual comprehensive staff development plan shall provide programs designed to address deficiencies of school and system personnel as identified through the annual personnel evaluation process, staff development needs as identified through the evaluation of the effectiveness of instructional programs, and other needs as deemed necessary by the local school system or prescribed by the State Board (20-2-232). The Staff Development Cost of Instruction allocation shall reflect an amount of funds that is at least equivalent to one-half of one percent of all professional salaries used in the development of each program weight computed pursuant to Code Section 20-2-161.

I. Staff Development Program in Georgia During FY 87

QBE places authority and responsibility for professional development programs at the local school system level. The authority and responsibility of local systems are subject to review and approval by the state in its process of assuring that Georgia statutory requirements are met. In order to allow schools additional time for planning and implementation of QBE requirements for staff development, school systems were required to submit an abbreviated staff development plan for FY 87 by July 25, 1986. An abbreviated plan required school systems to plan staff development programs for <u>certified personnel only</u> based on personnel evaluations and instructional program effectiveness.

<u>Responsibilities for the Development and Management of a Plan</u>

In FY 87 each school system was mandated to have a local board approved policy that required the preparation of a comprehensive plan for staff development which could be updated annually. Approval of the plans by the local boards of education was required prior to their transmittal to the Georgia Department of Education. The plans appointed either the system superintendent or a designee as the staff development coordinator for the school system, and provided for the appointment, by the superintendent, of a staff development advisory committee, representing probable participants in staff development activities. The purpose of the advisory committees was to advise and assist the staff development coordinators in such areas as the assessment of needs, determination of priorities, content of activities, evaluation of the programs and modification of plans. Each school system superintendent was required (a) to adopt administrative procedures which combined all staff development activities into one comprehensive plan, (b) to

recommend the appointment of a staff development coordinator if that person was someone other than himself/herself, (c) to determine the number and appoint the members of the staff development advisory committee, and (d) to administer the state approved comprehensive plan.

Components of the Abbreviated Staff Development Plan

In FY 87 the Abbreviated Plan for Staff Development established, coordinated and maintained programs that addressed, according to priorities, the assessed needs of certified school personnel. Needs were considered from the points of view of professional development and instructional effectiveness. The needs of all certified teaching, leadership and service personnel were considered by school system administrators according to each of three stages of professional development: induction, remediation and enrichment (enhancement). Induction refers to the process of preparing persons to enter a new field of employment; it can continue for three years. Induction includes not only staff development for beginning teachers but also staff development for any employee who has accepted an assignment in a new function. Remediation means the provision of staff development opportunities to assist personnel who have been employed in a field for three or more years, and who must overcome deficiencies identified through their annual performance evaluations. Enrichment (enhancement) is the provision of learning opportunities which renew one's professionalism by addressing needs that have been identified through self evaluation.

School system administrators also examined the needs of personnel based on evaluations of the effectiveness of school and school system instructional programs. An educational program is effective to the extent that students are achieving the objectives of that program. If they are not, program changes may be in order. The competencies which personnel must have to perform

adequately in the roles required by the new or revised educational program are staff development needs.

For the purpose of determining staff development needs that are based on instructional effectiveness, educational programs were grouped into five broad categories: general, special, remedial, adult and instructional support. General education encompassed all kindergarten, primary, middle grades, high school and vocational education programs. Special education meant all programs for exceptional children, including programs for gifted students. Remedial education was the provision of opportunities for students who need to overcome their deficiencies in educational achievement and included all such programs funded by local, state and federal sources. Adult education included adult basic and general educational development. Instructional support referred to areas such as media selection and utilization, computer literacy, classroom management, etc., that have direct application to all educational programs. Needs based on instructional effectiveness were also described according to the scope of the educational program; e.g., whether the new or revised program was to operate on a school-wide, system-wide or state-wide basis.

Staff development programs were based on assessed needs and represented the extent to which needs that were considered to be priorities would be addressed. Needs were addressed (in order) according to (a) needs of certified personnel with each of the three stages of professional development being equally important, and (b) needs of certified personnel resulting from evaluations of effectiveness of instructional programs. Staff development programs could be established to meet assessed needs at a lower order of priority even if all higher order needs that had been addressed through programs had not yet been satisfied. However, school system administrators were required to justify such programs.

School system administrators were required to develop a budget that considered Cost of Instruction funds used to implement the plan. Cost of Instruction is an allocation to local school systems that is at least equivalent to one-half of one percent of all professional salaries used in the development of each program weight. In FY 87 not less than ninety percent of these funds had to be used to support staff development programs for certified personnel and expended only for the following items:

--Release time for teachers (substitute teacher salaries)

--Travel for approved conferences and workshops

--Purchased professional and technical services fees and expenses for instructors and consultants

--Instructional equipment

--Reimbursements paid for the following expenditures of persons who had successfully completed an approved conference, workshop or course:

-Registration fees

-Costs of approved college courses (limited to tuition, fees and textbooks required for the course).

Compensation of individuals for their participation in staff development activities from this source was not permitted.

Evaluation

Evaluation is important to the design and implementation of any staff development program because effective staff development program planning requires a knowledge of the past and current status of the program. Effective staff development planning groups should review all information gathered from a review of the program, draw conclusions and make recommendations for ongoing staff development program planning. A systematic evaluation effort should

focus primarily upon identifying strengths, weaknesses and areas of possible improvement in the staff development programs.

People directly involved in any aspect of a staff development program need, and can profit from, the reinforcement that evaluations can offer. Data-based decision making involves identifying information needs, collecting the appropriate information, arranging the information in a form that is usable and getting the information to and having it used by the decision makers. Staff development program evaluation should provide information about the overall condition of the staff development program and the environment created to facilitate professional growth; the adequacy of the processes being used to initiate, manage and maintain the staff development program; and the effects of specific activities on participants and students.

Evaluation enhances the likelihood of participant involvement in and benefit from a staff development activity. Without evaluation there can be no assurance that staff development efforts are effective and there can be no accounting for the expenditure of time and money required for worthwhile staff development programs.

The following evaluation of the FY 87 staff development programs in Georgia is both quantitative and qualitative. Data for the quantitative evaluation was gathered from an overview of (a) Annual Report for FY 87 (Form DE 0225) submitted by school system staff development coordinators to the Georgia Staff Development Section (see Appendix A) and (b) Staff Development Unit Course Update (Form DE 0220) which is continually submitted to the Georgia Certification Division by local school systems, Regional Educational Service Agencies (RESAs), institutes of higher education and other agencies as staff development activities for certification renewal are approved (see Appendix B).

Data for a qualitative evaluation was gathered from (a) Annual Report for FY 87, Evaluative Information which requested a narrative report concerning the benefits and accomplishments of each school system's staff development program and (b) Summary Evaluation Report for Staff Development Activity (Form DE 0233) which is submitted after the completion of each staff development activity by the local school system staff development coordinator to the Georgia Staff Development Section (see Appendix C).

Quantitative Evaluation

The total amount of Cost of Instruction allocated to Georgia School Systems for FY 87 was $5,967,005. This is an increase of $5,247,005 over the FY 86 total Adequate Program for Education in Georgia (APEG) grant allotment of $720,000.

Quantitative data from Georgia school systems (182 of 186 school systems submitted Annual Reports for FY 87 by December 2) indicate that the total participation of certified personnel in staff development programs in FY 87 was 113,868; 97,937 participants in all 182 school systems were certified teaching personnel, 8,626 participants in 170 school systems were certified leadership personnel, and 7,305 participants in 143 school systems were certified service personnel (see Appendix D and Figures 1-2). During FY 87 Georgia school systems reported a total of 3,981 staff development programs for certified personnel with a total program expenditure of $5,876,623.46 (see Appendix E).

In FY 86, 2257 activities for certification renewal credit were approved by all school systems, RESAs, institutes of higher learning, vocational schools and other agencies. In FY 87 these same training agencies reported 2,198 activities approved for renewal credit. This is a decrease of 59 activities (see Table 1 and Figure 3). In FY 86, 105 Georgia school systems

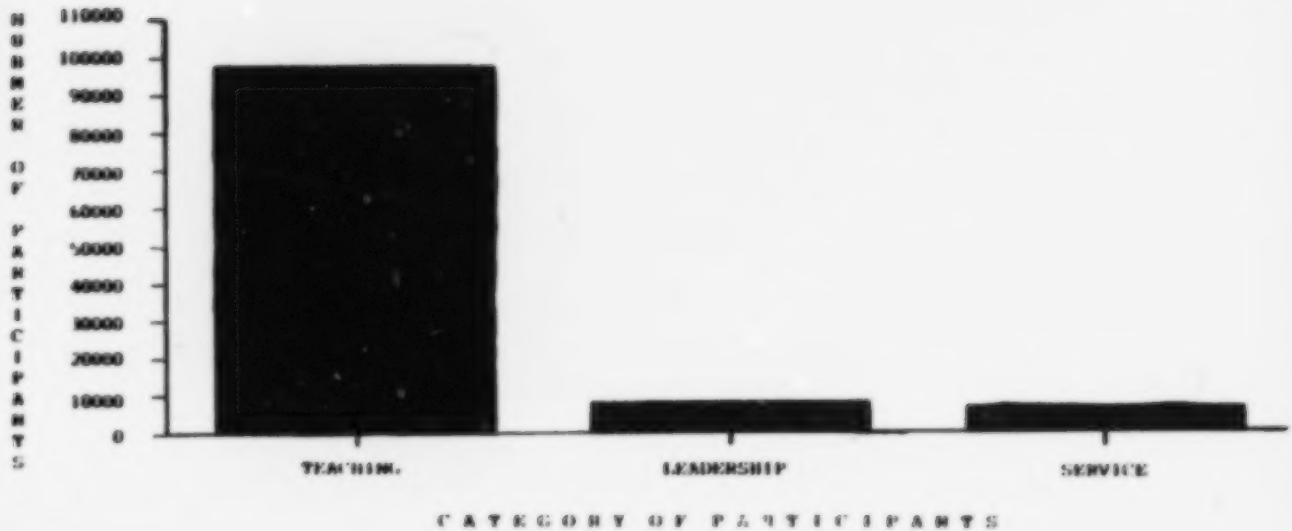


Figure 1. Participation of Certified Personnel by Category

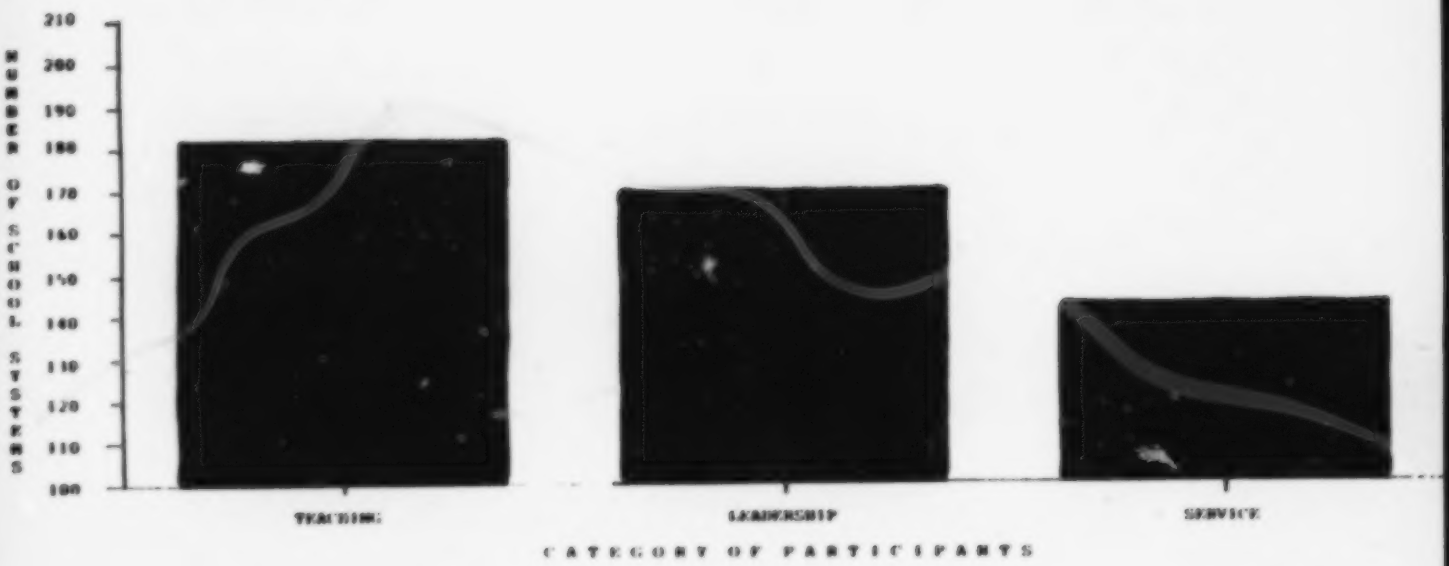
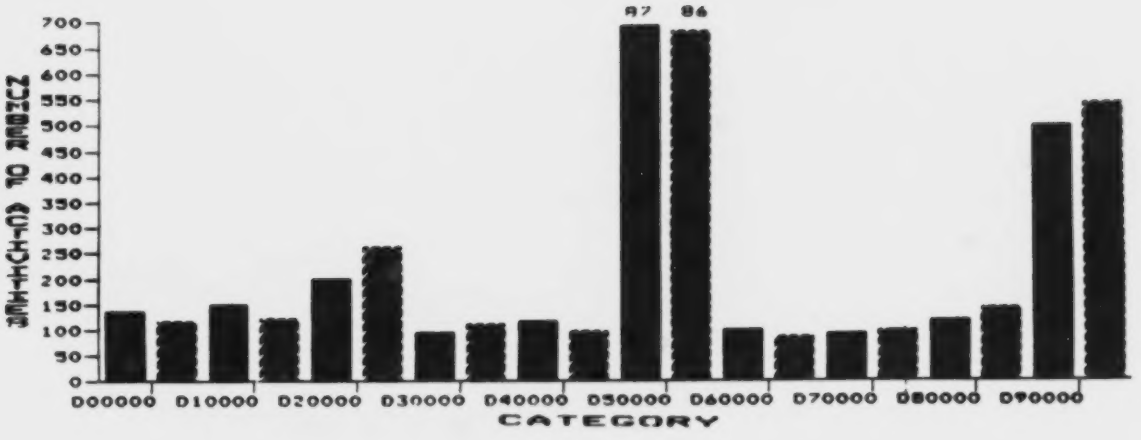


Figure 2. Number of Systems Reporting Participation in Staff Development Activities by Area of Certification

Table 1

Staff Development Activities for SDU Credit by Category

CATEGORY TITLE	CODE	FY 87 SDU ACTIVITIES	FY 86 SDU ACTIVITIES	FY 87-86 SDU DIFFERENCES
Arts, Visual and Performing	D00000	135	116	19
Guidance, Counseling and Supportive Services	D10000	150	121	29
Languages	D20000	200	262	-62
Life Sciences and Physical Sciences	D30000	96	110	-14
Mathematical Sciences	D40000	117	98	19
Personnel Management and Development	D50000	694	682	12
Physical Education, Health Education and Leisure	D60000	99	87	12
Social Sciences and Social studies	D70000	91	98	-7
Special Education	D80000	117	140	-23
Vocational Education/ Computer Technology	D90000	499	543	-44
		2198	2257	-59



LEGEND

D00000	Arts, Visual and Performing
D10000	Guidance, Counseling, Supportive Service
D20000	Languages (includes Reading)
D30000	Life Sciences and Physical Science
D40000	Mathematical Sciences
D50000	Personnel Management and Development
D60000	P E , Health, Leisure
D70000	Social Sciences and Social Studies
D80000	Special Education
D90000	Vocational Education/Computer Technology

Figure 3. Comparison of FY 87 and FY 86 Staff Development Activities for Certification Renewal Credit

reported a total of 1,763 staff development activities approved for certification renewal credits. In FY 87, 101 school systems reported 1,674 activities approved for certification renewal credit. This was a decrease of 89 activities (see Appendix F). Also, the sixteen regional (cooperative) educational service agencies reported a total of 292 approved staff development activities for certification renewal credit for FY 86. These same agencies reported 283 activities for credit in FY 87. This is a decrease of 9 activities (see Appendix G). For both FY 86 and FY 87 the major emphases were in the areas of personnel management and development, and vocational education/computer technology.

Qualitative Evaluation

Summary Evaluation. Qualitative evaluations of FY 87 staff development activities for certified personnel in Georgia were continually and systematically conducted to ascertain participants' opinions of these activities. Participants' opinions were obtained by the analysis of Summary Evaluation Reports (see Appendix C) submitted to the Staff Development Section, Georgia Department of Education. Data reported on the Summary Evaluation Reports were compiled from information gathered from Participant Evaluation of Staff Development Activity (Form DE 0234; see Appendix H). This evaluation instrument asked the participants to respond to the following 12 questions at the conclusion of each activity:

1. The activity objectives were related to my educational concerns.
2. The activity objectives were related to practical educational application in my specific job setting.
3. The activity had some outstanding components which were unique or innovative.
4. Presentations were well organized.

5. The program schedule was well adapted to my educational needs.
6. Meeting facilities were suitable.
7. The strategies utilized, including instructional resources, were appropriate for meeting the stated objectives.
8. Overall, personnel conducting the activity exhibited the qualities essential to the success of the workshop. (Consider creativity, specialized knowledge, communications skills and the like.)
9. Overall, the activity was a successful training experience for me.
10. Adequate provisions were made for me to provide feedback to the personnel conducting the workshop.
11. Adequate provisions were made for me to identify needs which were not previously identified.
12. As a result of this staff development activity, I will alter my educational behavior in a more positive direction in my specific job setting.

The means for each variable from the data obtained from the Summary Evaluation Reports were computed. This evaluative instrument has a Pearson Reliability Coefficient of .951. A mean value for each of the 12 variables and total instrument measured was obtained by combining the total forced-choice responses from the Summary Evaluation Reports for each of the five possible choices--strongly agree, agree, undecided, disagree, strongly disagree; multiplying the total number of responses for each choice by the assigned value--strongly agree (+2), agree (+1), undecided (0), disagree (-1), strongly disagree (-2); adding the products to obtain a total for each variable; and dividing the total obtained by the number of respondents.

A total of 1265 staff development activities was qualitatively evaluated with a total of 21,467 participants. The average number of participants per activity was 17 with 89 school systems submitting Summary Evaluation Reports.

Table 2 reports the qualitative evaluation of each of the 12 variables and total instrument for each type of training agency and the total group of participants, the number of activities conducted by each type of training agency, the number and percentage of systems/RESAs for which each training agency conducted activities, and the total number and average number of participants trained by each type of agency. Figures 4 and 5 graphically represent the evaluation of the FY 87 staff development activities in Georgia by the total group of participants.

Related Doctoral Study. A doctoral study was conducted to ascertain if the teachers' opinions of staff development activities within Georgia differ from the beliefs principals have about these teachers' opinions. Teachers' opinions were obtained by the analysis of Summary Evaluation Reports of staff development activities submitted to the Georgia Department of Education. The questionnaire used to obtain principals' beliefs was distributed to 695 principals in 47 school systems. A total of 403 questionnaires (58%) was returned from all 47 school systems. The principals responded to 106 staff development activities with a total teacher participation of 4,519.

Teachers rated the overall quality of staff development activities significantly higher than principals believed teachers would rate the selected activities. Teachers also rated each of the 12 variables significantly higher than principals believed teachers would rate the same variables. Highest teacher rated variables included the areas of educational concerns, organization of presentations, instructional strategies and resources, workshop presenter, training experience, and feedback. The variables that principals believed teachers would rate the highest included the areas of educational concerns, educational application, organization of presentations, facilities, instructional strategies and resources, and workshop presenter. The greatest mean differences between teachers' opinions and beliefs

Table 2

Qualitative Evaluation of Staff Development Activities by Training Agency

TRAINING AGENCY:	IHE	RESA	GLRS	SDE	LEA	OTHER	TOTAL
# Activities	168	199	11	118	482	287	1265
# Systems/RESAs Served	40	62	10	20	52	48	89
% Systems/RESAs Served	45%	70%	11%	22%	58%	54%	100%
# Participants	1835	3094	179	857	9203	6299	21467
Average # Participants	10	16	16	7	19	22	17
Statement 1	1.5	1.5	1.4	1.5	1.6	1.5	1.5
Statement 2	1.4	1.4	1.2	1.4	1.5	1.4	1.4
Statement 3	1.4	1.3	1.4	1.1	1.4	1.3	1.4
Statement 4	1.4	1.4	1.5	1.3	1.6	1.4	1.5
Statement 5	1.3	1.3	1.1	1.2	1.4	1.3	1.3
Statement 6	1.5	1.3	1.0	1.2	1.5	1.3	1.4
Statement 7	1.4	1.4	1.4	1.3	1.5	1.4	1.4
Statement 8	1.5	1.5	1.5	1.3	1.6	1.5	1.4
Statement 9	1.4	1.4	1.3	1.4	1.5	1.4	1.4
Statement 10	1.3	1.4	1.2	1.2	1.5	1.3	1.4
Statement 11	1.2	1.3	1.1	1.1	1.4	1.1	1.2
Statement 12	1.3	1.3	1.2	1.1	1.4	1.2	1.3
TOTAL	1.4	1.4	1.3	1.3	1.5	1.3	1.4

STRONGLY AGREE (2)
AGREE (1)
UNDECIDED (0)
DISAGREE (-1)
STRONGLY DISAGREE (-2)

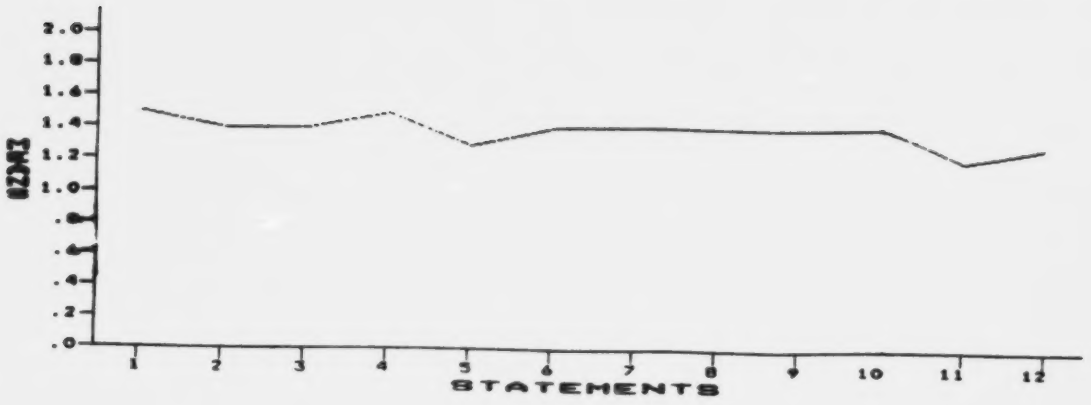


Figure 4. Evaluation of Staff Development Activities in Georgia During FY 87 (line graph)

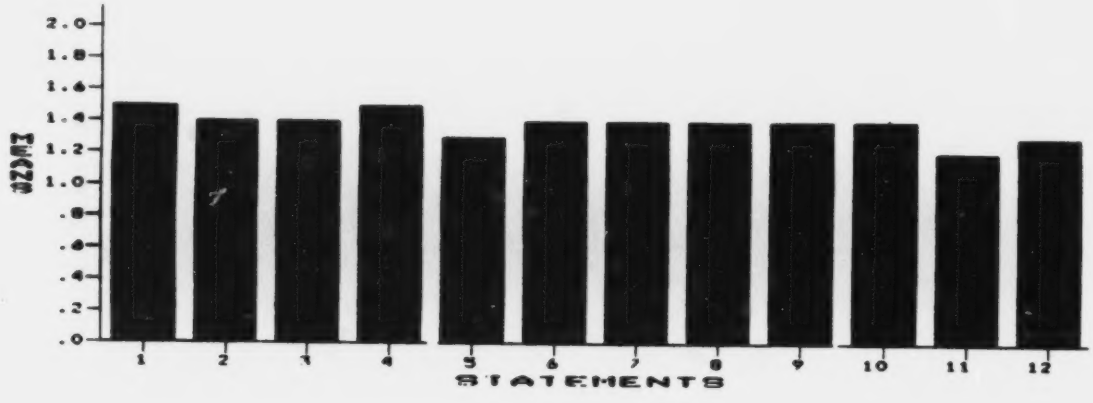


Figure 5. Evaluation of Staff Development Activities in Georgia During FY 87 (bar graph)

principals have about teachers' opinions were in the areas of program scheduling, success of training experience, identification of needs, and changes in educational behavior.

Teachers rated selected staff development activities significantly higher overall than principals believed teachers would rate the activities whether principals did or did not attend and their teachers did or did not attend the selected activities. Regardless of whether principals/teachers did or did not attend the staff development activities, principals were not accurate judges of teachers' opinions of the quality of the activities. However, when neither principals nor their teachers attended the selected staff development activities the disparity between principals' beliefs and teachers' opinions was significantly greater (Purcell, L. O. A comparison of the quality of staff development activities. Doctoral dissertation, University of Georgia, 1987).

Evaluative Information. In addition to the quantitative data requested from the staff development coordinators regarding their school system's FY 87 staff development programs (Annual Report for FY 87, DE Form 0225), coordinators were asked to submit a narrative report concerning the benefits and accomplishments of the program. Specifically, they were asked to respond to the following questions:

1. Of what benefit was the staff development program to your school system?
2. What was the major accomplishment(s) of this program?
3. What changes in teacher behavior(s) were noted? In student behavior(s)?
4. In reviewing your administrative procedures for the FY 87 staff development program, what changes did you make for FY 88?

Representative responses from various Georgia school systems are presented as an additional qualitative evaluation of Staff Development Programs in FY 87:

AMERICUS CITY

With new funding, we were able to move toward greater use of technology with videos and computers. We've used tapes, computer software and science lab equipment in our staff development activities this (year). These new items obviously allow us greater use of selected talents and multiple opportunities for usage. We have been able to begin building a professional library for the staff, collecting both print and non-print items. With just this little amount of money, we have been able to excite and stimulate our staff in new areas with these new capabilities. The major accomplishment of the staff development program would have to be the focus of writing in the system. Throughout the year, writing was spotlighted in as many ways as possible. Through the South Georgia Writing Project (SGWP) and RESA, we were able to reach a small group of teachers who wanted to do some things with writing. Besides these teachers, we were able to use previously SGWP trained teachers to present and share their classroom experiences. The benefits of mixing these two groups were enormous. The belief that writing is an application of things learned was infectious. We have never had so many children writing or teachers wishing to display their students' writing for Board meetings.

BURKE COUNTY

The major accomplishment of our staff development program has been the participation of those life certified employees who have "burned" out. Many had not learned anything new (and innovative) in several years. As a result of their participation in Staff Development activities, our students have had new and varied learning experiences.

BUTTS COUNTY

Because of the extensive and varied uses of staff development funds there was a notable awareness by teachers of the opportunities available for growth and understanding. This was reflected in more effective classroom instruction and management. This in turn provided more adequate educational opportunities for students. In reviewing administrative procedures with an eye to improvement for FY 88, it was determined that a more adequate procedure should be developed for record keeping of staff development funds and activities. In the future all funds will be recorded in strict line item procedures; all personnel records will indicate specific staff development activities in which the individual is involved and appropriate funding source; proper evaluation forms will be kept for each staff development activity; continued involvement of the staff development council will be stressed; and periodic accounting of funds will be observed.

CANDLER COUNTY

Teachers definitely exhibited a better attitude toward school. By receiving financial assistance to take courses they felt they needed, teachers were motivated to enrich their teaching skills. They attended State workshops for the first time and are more interested in current trends and techniques in teaching. By teachers having more enthusiasm in the classroom, students exhibited more enthusiasm.

DECATUR COUNTY

Because of staff development, school system personnel were able to identify and use skills in their respective areas needed to successfully implement Quality Basic Education. School system personnel were also trained to use appropriate techniques in working in the different areas of the curriculum. Through staff development, the identified needs of school system personnel were able to be met. School system personnel were helped to better prepare students to take, correctly administer and utilize the results of the Georgia Criterion Referenced Test and the Iowa Test of Basic Skills. The morale of the teaching staff improved because of their appreciation in being able to stay abreast of new curriculum innovations and ideas. School system personnel also showed excitement and a renewed interest because of the new ideas acquired and the information received. Changes made in administrative procedures for FY 88 staff development program included a more in-depth needs assessment of all levels of school system personnel (certified and noncertified) and the needs of all personnel being included in the plan.

DEKALB COUNTY

The major administrative changes we have made are in the size of our staff and how we are organized to deliver services. We have developed system-wide planning teams that have Staff Development responsibilities in specific areas. This has allowed us to focus more closely on assessed needs and involve more people in planning. This has been a tremendous success, as we have reached over 7,000 people this past year. We have also been able to reach individuals and groups that had no previous contact with Staff Development.

ELBERT COUNTY

Also two "Art for Classroom Teachers" classes were conducted with a total of 33 teachers adding this experience to their expertise. We were also able to fund a few critical tuition needs for teachers. Increased quality and breadth of staff development activities and opportunities would be the single best summary of accomplishments. One of the readily observable behavior changes is the amount and quality of art work seen in classrooms and hallways of the schools. Upon closer evaluation, as was experienced by the writer in evaluating many of these activities, we find excellent correlation and integration of art work in subject matter taught in the classrooms.

GLYNN COUNTY

Teachers are participants in staff development beyond the participation required for Southern Association or for certification renewal requirements. They are participating for professional growth and development, and this appears to be a norm for the school system and its employees at this point in time. The school system is building a cadre of teachers who can conduct training sessions on key math and language arts processes. This group is composed of teachers who were skilled in a particular process or content area. These teachers were provided with opportunities to conduct, with supervision and feedback, segments of courses. They will provide follow-up staff development and peer leadership in their schools. The Glynn County School System's staff development program for 1988 will continue to offer those courses that improve instructional effectiveness of teachers and maintain the momentum of this year's program. The plan calls for more courses and a major number of courses of shorter duration and less staff development

credit. The plan also will emphasize for the first time staff development based on needs as perceived by the local schools and implemented at the local school setting. The plan is emphasizing local school site involvement in meeting the needs of the employees at each individual school.

HART COUNTY

Summative evaluation comments following staff development activities were overwhelmingly agreeable, indicating that teacher enthusiasm and morale were being positively affected. This was an encouraging phenomenon, especially during a time when adaptation to the new QBE regulations was bewildering educators with new and additional requirements and paperwork.

HEARD COUNTY

Heard County is a small rural school system. It is a great benefit to our personnel to have the opportunity to go outside of our geographic area/school system. This provides access to new ideas and different ways of presenting curriculum to our students. Teachers were sent to the University of Georgia, to Macon, to Savannah, and took many staff development units at West Georgia RESA. They had the opportunity to share ideas with teachers of other counties. Teachers coming back from staff development opportunities were enthusiastic and have been "recharged" for the classroom. This enthusiasm has been contagious to the students. There have been fresh ideas and new educational techniques and technology utilized to communicate the instructional objectives to the students.

MCINTOSH COUNTY

Finally, moneys were spent to provide professional growth opportunities such as conferences and workshops for some teachers and administrators. Since we encourage professional involvement and leadership in professional organizations, it is considered a positive accomplishment that teachers apply for funds to attend meetings and come back to share what they have learned with their fellow teachers. The administrative procedure of greatest consequence to change from last year to this is the method of determining staff development courses to be offered. Instead of teachers choosing from a list of offerings one that "seems" to be interesting, the needs are identified through supervision and evaluation. Courses are then offered to meet identified needs. This is a very positive change that seems to be making everyone appreciate the benefits of staff development much more than ever before.

MUSCOGEE COUNTY

Changing attitudes is not an easy job; however, one goal of this department is to change the attitudes of teachers and administrators about staff development. For many years staff development meant taking a course for recertification. Now staff development is continuous professional development to improve performance. We intend to prove that this truly happens! In fact, as a result of courses offered this year, we have already observed improved teaching techniques, a new enthusiasm about subjects and better communication within the classroom. One other benefit observed as a result of the staff development program this year is an appreciation between categories of teachers. This has occurred as a result of heterogeneous grouping of elementary, secondary, special education and vocational teachers within some generic courses and activities and some travel opportunities.

OCONEE COUNTY

Changes in teacher behavior have varied with the course, workshop or particular program in which the teacher was participating. There is a general expression of support and improved morale with all teachers involved. It says to teachers that their continued growth and improvement is important enough for us to fund. That sort of support breeds a desire to improve and live up to expectations.

STEPHENS COUNTY

I believe the major accomplishment of the Stephens County Staff Development Program this year was to increase teacher confidence and enthusiasm for teaching. The science, math and reading programs offered not only subject matter information but also emphasized methods that would be helpful to the participants. High interest activities with emphasis on student involvement lead to an increase in teacher enthusiasm which in turn leads to student enthusiasm. In review of the administrative procedures for 1987, a number of ideas and changes have been considered. A number of resources, resource persons, and programs were identified that would help meet needs in our system and we plan to use these during the 1988 school year. The survey used to determine individual, school and system needs will be refined to hopefully make them more reliable. Local resource persons and agencies were used this year and we hope to expand this use next year. An increase in the number of courses taught for college credit is planned for next year. A video library of staff development programs/activities was started (FY 87) and will be expanded next year. This will allow persons unable to attend these programs an opportunity to view tapes at a later time.

TALBOT COUNTY

The FY 87 Staff Development Plan for Talbot County Schools allowed teachers, who are often the only teacher in the system certified in a particular field, opportunities to interact with other professionals with similar interests. In addition, in small school systems such as Talbot County, teachers are many times employed in more than one discipline. Staff Development in these added disciplines is crucial. Talbot County has found that when teachers are given an opportunity for staff development, teacher turnover is lessened. As a result of an evaluation of the FY 87 Staff Development program, more emphasis will be placed on having the individual or group receiving the staff development to justify the need for the staff development. In the past, these decisions were made <u>for</u> the recipient. The recipient either accepted or rejected the offer. Starting in FY 88, the decisions for staff development will be made <u>with</u> the recipient.

TIFT COUNTY

The activity which received the highest rating - the one instructional personnel rated as contributing most to their professional growth and in which children received the greatest benefit - was attendance at subject area workshops. Teachers in Tift County have historically not been in attendance at their respective subject area workshops. With the increase in staff development funds for 1986-1987, which made provision for opportunities to attend, 114 teachers and 8 administrators attended out-of-county subject-related activities. This represented 27% of the total staff, as compared to only 3% for the 1985-1986 school year. Administrative procedures for 1987-88 have been changed to provide a

clear and precise audit trail relative to the expenditure of funds. This was brought about because of the increase in funds.

Conclusions

In FY 87, 182 school systems reported serving the needs of certified teaching personnel; however, fewer school systems reported serving the needs of certified leadership personnel (170) and the needs of certified service personnel (143). This may indicate that school systems are prepared to design and implement programs for teachers, but not programs for certified leadership and service personnel. Also, needs assessments for certified leadership and service personnel may not be developed sufficiently to ascertain their needs. School systems may have placed a higher priority on meeting the needs of teaching personnel than on meeting the needs of leadership and service personnel. Within the QBE Comprehensive Program for Staff Development, school systems should ascertain the needs and provide staff development programs for all personnel.

The average staff development program expenditure for FY 87 was $1,476. The average expenditure per participant was $52 (in FY 87 school systems were only required to provide staff development programs to meet the prioritized needs of their certified personnel). With the Comprehensive Program for Staff Development beginning in FY 88, school systems will be required to meet the prioritized needs of certified and noncertified personnel. Even with an expected increase of state staff development funds (based on the QBE funding formula), school systems in FY 88 should (a) carefully plan the implementation of staff development programs to ensure the maximum benefits per expenditure, and (b) search for other funding sources beyond the state allotment in order to implement needed, quality staff development programs.

There was an 829% increase in funding for staff development in FY 87 ($5,967,005) as compared to FY 86 ($720,000). However, even with this large

increase in funding, the number of staff development activities approved for certification renewal credit in FY 87 remained approximately the same as in FY 86 (the number of school systems reporting approved SDU activities also remained approximately the same). From a review of the Annual Report for FY 87, school systems met the needs of certified personnel by implementing more staff development activities of a shorter duration; i.e., attendance at conferences, and visitation to other school systems. Also, school systems implemented staff development programs designed to meet the specific needs of their personnel without attempting to meet certification renewal credit requirements. However, the staff development programs for certification renewal credit were implemented to meet similar needs in FY 87 as compared with FY 86.

In FY 87 participants believed that staff development activities were effectively meeting their needs regardless of the training agency. Participants especially believed that (a) the staff development activities were related to their educational concerns, (b) the presentations were well organized, and (c) personnel conducting the activities exhibited the qualities essential to the success of the activity; i.e., showed creativity, possessed specialized knowledge, and communicated well.

In FY 87 the majority of staff development activities evaluated were conducted by local school system personnel. RESA consultants also conducted many staff development activities within school systems as well as sponsored multi-system staff development activities. The average participation per staff development activity was 17. This may be another indication that staff development activities were designed to meet the specific needs of certified personnel.

From a review of the Evaluation Information, indications are (a) professional libraries containing both print and nonprint materials were

either begun or improved, (b) there was increased participation in staff development activities by personnel holding life certificates with an increased awareness by participants of the opportunities available for professional growth, and (c) financial assistance to attend college courses motivated participants to improve their job-related knowledge and skills. Other indications are (a) that the morale of certified personnel improved because of their opportunity to learn about new curriculum innovations and ideas, to communicate with others in related fields outside their own school systems, and to share these ideas with their system personnel, (b) the formation of system-wide planning teams for staff development allowed school systems to focus more closely on various needs and involved more people in the actual planning with an emphasis on local site involvement, and (c) there was an increased correlation between professional growth and improved classroom instruction. Finally, there was an increased awareness that staff development is continuous professional development beyond attending workshops/college courses for advanced degrees or certification renewal.

II. Professional Development Stipend Program in Georgia During FY 88

In FY 88 the Professional Development Stipend Program provided stipends for certified personnel who attended staff development activities (college or SDU activities) which addressed their assessed needs. Needs were considered from two points of view--professional development and instructional effectiveness. The needs of all certified teaching, leadership and service personnel were considered by school system administrators according to each of three stages of professional development--induction, remediation and enhancement.

Stages of Professional Development

Induction refers to the process of preparing persons to enter a new field of employment; it can continue for three years. Induction includes not only staff development for beginning teachers but also staff development for any employee who has accepted an assignment in a new function. Induction staff development activities had to be approved in the following order:

(a) Needs of beginning teachers and other personnel based on the results of the Teacher Certification Tests and the on-the-job assessments utilizing the Teacher Performance Assessment Instruments,

(b) Needs of beginning teachers based on system-wide and/or school assessments,

(c) Needs of any certified employee who had accepted an assignment in a new field, and

(d) Needs of a new teacher who had been hired to teach in an area designated by the Georgia Board of Education as a critical field.

Remediation means the provision of staff development opportunities to assist personnel who have been employed in a field for three or more years, and who must overcome deficiencies identified through their annual performance evaluations. A professional development plan had to be designed for each individual, specifying staff development opportunities that are available to the individual for improving in the identified area(s) of need.

Enhancement staff development activities serve to renew one professionally by addressing needs that have been identified through the annual performance evaluation and through one's own evaluation of himself/herself. Area(s) of need had to be mutually agreed to by the individual and his/her supervisor. No professional development funds could be used in this area until the school system could document that all needs had been addressed in induction, remediation, and instructional programs.

Instructional Effectiveness

School system administrators also examined the needs of personnel based on evaluations of the effectiveness of school and school system instructional programs. An educational program is effective to the extent that students are achieving the objectives of that program. If they are not, program changes may be in order. The competencies needed by personnel to perform adequately in the roles required by the new or revised educational program are staff development needs.

For the purpose of determining staff development needs that are based on instructional effectiveness, educational programs were grouped into four broad categories: general, special, remedial, and instructional support. General education encompassed all kindergarten, primary, middle grades, high school and vocational education programs. Special education meant all programs for exceptional children, including programs for gifted students. Remedial education was the provision of opportunities for students who need to overcome their deficiencies in educational achievement and included all such programs funded by local, state and federal sources. Instructional support referred to areas such as media selection and utilization, computer literacy, classroom management, etc., that have direct application to all educational programs. Needs based on instructional effectiveness were also described according to the scope of the educational program; e.g., whether the new or revised program was to operate on a school-wide, system-wide or state-wide basis.

Requirements for Professional Development Stipend

Recipient Requirements

To qualify for a stipend, an individual had to possess a valid certificate, and be under contract for between ten and twelve months. The approved staff development activity had to be successfully completed during

the summer when the individual was not under contract, and had to address competency need(s) as identified through the needs assessment process. Also, the individual had to be employed on a full-time basis with one or more public school systems and complete a minimum of one month of service in a Georgia public school system during the following school year.

School System Requirements

In FY 88 professional development stipends could be awarded only under certain conditions. The approved activity had to be a college credit course offered by a regionally accredited institution or an approved SDU course that met the requirements for preparation and contact hours. The system had to enter into a formal agreement with each recipient, specifying the amount of stipend, type of study, number of credits and need area addressed. Participants for professional development stipends had to be approved in the following priority order (unless the school system provided a justification): Induction/Remediation, Instructional Program, Enhancement.

Professional development stipends could be used only to provide staff development activities that related to K-12 school and school system educational programs. However, no professional development stipends could be awarded to individuals for (a) participating in the preparation for Teacher Certification Tests and Teacher Performance Assessments, (b) revising or writing curriculum, (c) reviewing or selecting textbooks, or (d) educational or professional travel. Also, no professional development stipend could be awarded for (a) professional conferences, (b) correspondence and independent study courses, (c) serving on school/system committees or performing task(s) for the system, and (d) staff development activities for the primary purpose of renewing a certificate or obtaining a higher degree.

School systems had to base the amount of stipend on the individual recipient's daily rate of state salary multiplied by the amount of time normally required to earn given hours of credit. An individual's daily rate of state salary was calculated by dividing the annual base state salary paid to that person for the previous school year by the number of days the person was under contract that year. The amount of time normally required to earn course credit is given as 2.67 days for each quarter hour or SDU credit. No stipend could be awarded to an individual for less than one quarter hour, one SDU or one semester hour or for more than fifteen quarter hours, fifteen SDUs, or nine semester hours.

Each school system had to return any unexpended professional development stipend funds and submit a report of professional development stipends to the Georgia Department of Education. The report included the names of recipients, social security numbers, base state salary, types of activities, numbers of credit hours, dates of study, need(s) being addressed, and amounts of stipend per recipient.

Summation of FY 88 Professional Development Stipend Program

The following summation of the FY 88 Professional Development Stipend Program in Georgia was gathered from an overview of two primary sources. The Report of Professional Development Stipends (DE Form 0016) was submitted by school system staff development coordinators to the Georgia Staff Development Section (see Appendix I); and the General Fund QBE Program Expenditure Detail (DE Form 0420) was submitted by school system superintendents to Georgia Grants Management Section along with any unexpended professional development stipend funds (see Appendix J).

Number of Recipients by Length of Contract

The total number of certified personnel in all 186 school systems receiving professional development stipends (PDS) in FY 88 was 20,408 (see Appendix K). Of this number 19,673 were employed during FY 87 for 190 contract days (10 months), 268 for 200 days (10.5 months), 289 for 210 days (11 months), 135 for 220 days (11.5 months), and 43 for 230 days (12 months; see Figures 6 and 7). Table 3 provides additional information concerning the number and percentage of school systems reporting personnel receiving professional development stipends by term of contract employment.

Category of Recipients by QBE Professional Code

The number of certified personnel receiving professional development stipends by QBE professional category ranged from 0 persons in the superintendent category (600) to 16,154 persons in the regular instructional personnel category (see Appendix L). Professional Development Stipends were received by 541 persons in the student services category, 1,367 persons in the administrative and supervisory category, 403 persons in the instructional specialist category, 1,378 persons in the special education category, 57 persons in the grades 6-8 vocational instructional category, and 508 persons in the grades 9-12 vocational instructional category (see Figures 8 and 9). Table 4 provides additional information concerning the number and percentage of school systems reporting certified personnel receiving professional development stipends by QBE professional category.

College Courses and/or SDU Activities

In FY 88, professional development stipends were paid to certified personnel for their successful completion of 21,919 (duplicated) college courses and/or SDU activities (see Table 5). School systems (178) paid

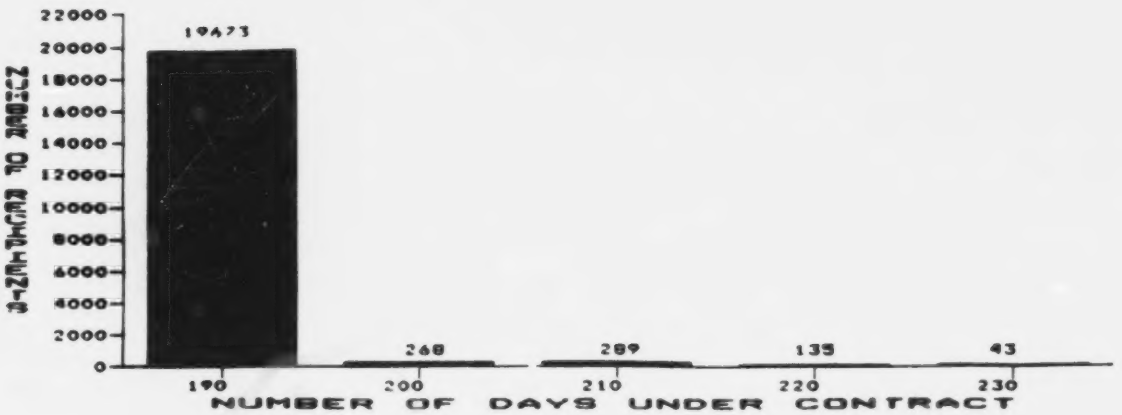


Figure 6. Number of Recipients by Length of Contract

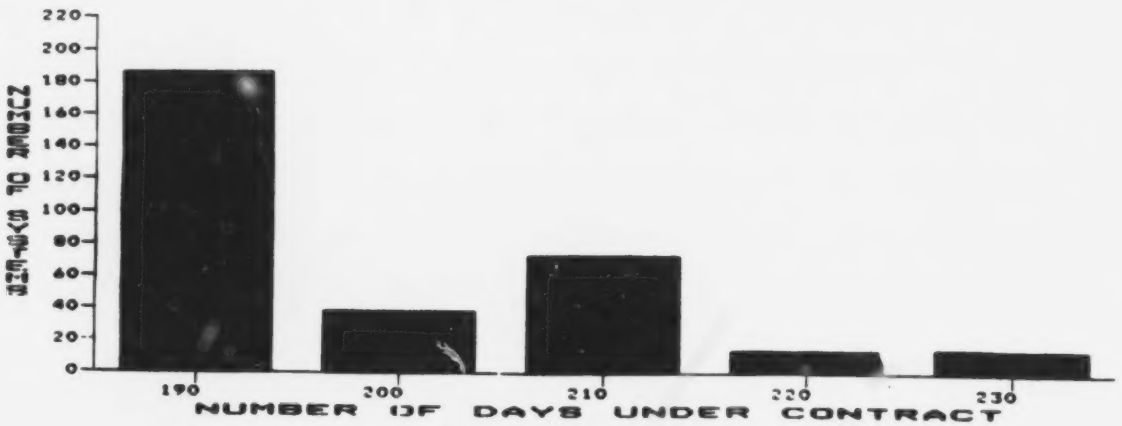


Figure 7. Number of Systems Reporting Recipients by Length of Contract

Table 3

Number of Recipients by Length of Contract

NUMBER OF CONTRACT DAYS	NUMBER OF CERTIFIED PERSONNEL	NUMBER OF SYSTEMS REPORTING RECIPIENTS IN THIS CATEGORY	PERCENTAGE OF SYSTEMS REPORTING RECIPIENTS IN THIS CATEGORY
190	19673	186	100%
200	268	38	21%
210	289	73	40%
220	135	14	8%
230	43	15	8%
Total	20408		

Table 4

Category of Recipients by OBE Professional Code

PROFESSIONAL CODE	NUMBER OF CERTIFIED PERSONNEL	NUMBER OF SYSTEMS REPORTING RECIPIENTS IN THIS CATEGORY	PERCENTAGE OF SYSTEMS REPORTING RECIPIENTS IN THIS CATEGORY
100	16154	186	100%
200	541	93	50%
300	1367	150	81%
400	403	82	44%
500	1378	160	86%
600	0	0	0%
700	57	27	15%
800	508	89	48%
Total	20408		

100 Regular Instructional Personnel
200 Student Services Personnel
300 Administrative and Supervisory Personnel
400 Instructional Specialists
500 Special Education Personnel
600 Superintendent
700 Vocational Instructional Personnel (grades 6-8)
800 Vocational Instructional Personnel (grades 9-12)

Table 5

Summary of College/SDU Activities

	NUMBER (%) OF SYSTEMS	NUMBER OF ACTIVITIES	TOTAL CREDIT	CREDIT PER ACTIVITY
College	178 (96%)	5521	28089	5.1 quarter hours
SDU Activity	176 (95%)	16398	55479	3.4 SDUs
		Total 21919		

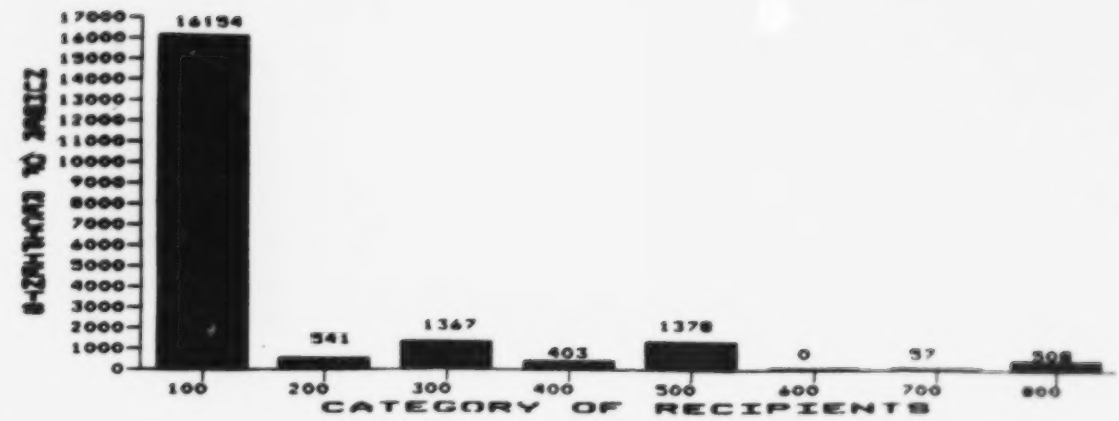


Figure 8. Category of Recipients by QBE Professional Code

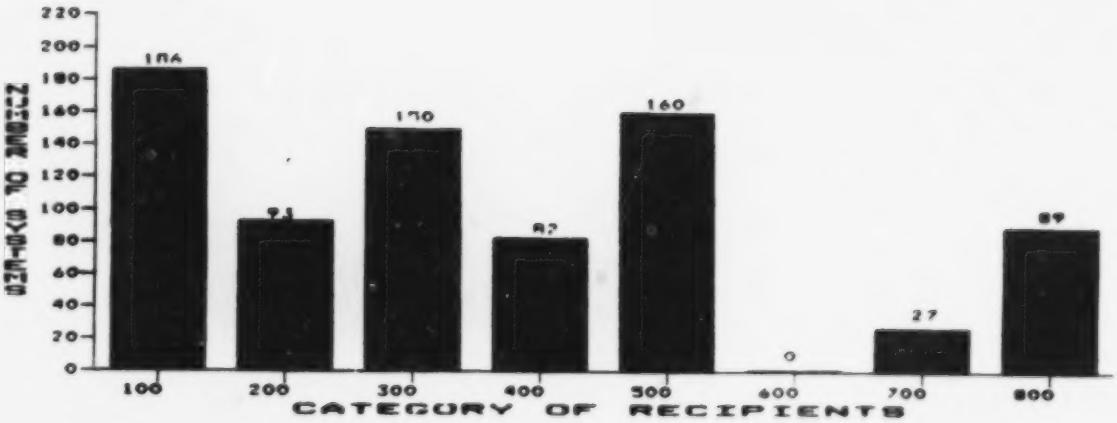


Figure 9. Number of Systems Reporting Recipients by QBE Professional Code

100	Regular Instructional Personnel
200	Student Services Personnel
300	Administrative and Supervisory Personnel
400	Instructional Specialists
500	Special Education Personnel
600	Superintendent
700	Vocational Instructional Personnel
800	Vocational Instructional Personnel

recipients for 5,521 college courses (28,089 quarter hours, 5.1 quarter hours per course). School systems (176) paid recipients for 16,398 SDU activities (55,479 SDU credits, 3.4 credits per activity). See Appendix M.

College Courses/SDU Activities by Identified Need Area. Professional development stipends were paid for participation in professional development activities designed to meet the identified needs of the individual recipients (see Appendix N). A total of 7,795 (duplicated) college courses and/or SDU activities was conducted to meet professional development needs. Of this total number of courses/activities, 4,725 were conducted to meet induction needs, 1,485 for remediation needs, and 1,585 for enhancement needs. A total of 14,124 (duplicated) college courses or SDU activities was conducted to meet instructional program needs. Of this total number of courses/activities, 8,559 were conducted to meet general education needs, 552 for special education needs, 757 for remedial education needs, and 4,256 for instructional support needs (see Figures 10 and 11). Table 6 provides additional information concerning the number and percentage of school systems reporting college courses and SDU activities by identified need area.

Classification of College or SDU Activity by Taxonomy. The number of college courses and SDU activities by taxonomy ranged from 422 courses/activities in visual and performing arts to 11,364 in personnel management an development (see Appendix O). There were 970 courses/activities in guidance, counseling, supportive services; 2,656 in languages (including reading); 901 in life/physical sciences; and 1,462 in mathematical sciences were conducted to meet identified needs. Also, 729 courses/activities in PE, health, and leisure; 732 in social sciences and social studies; 1,032 in special education; and 1,651 in vocational education/computer technology were attended by PDS recipients to meet their needs (see Figures 12 and 13). Table 7

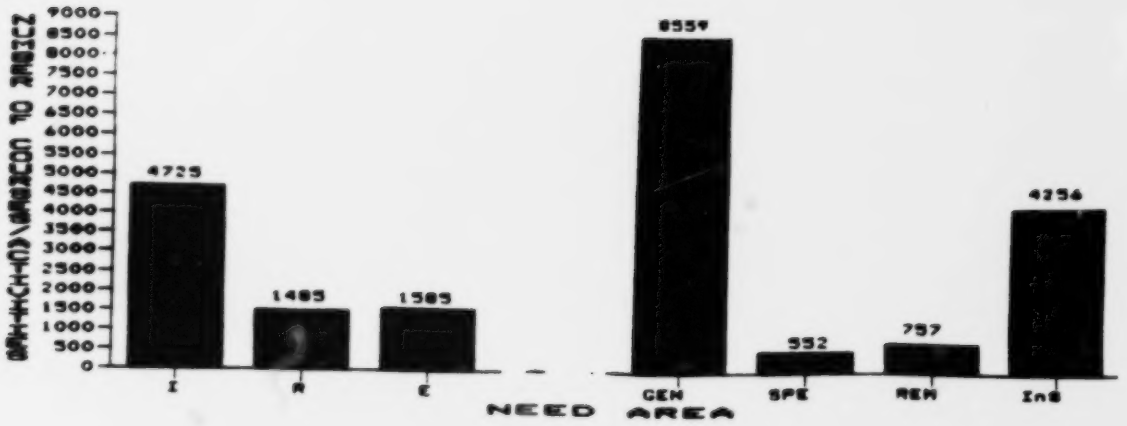


Figure 10. .Number of College Courses/SDU Activities by Identified Need Area

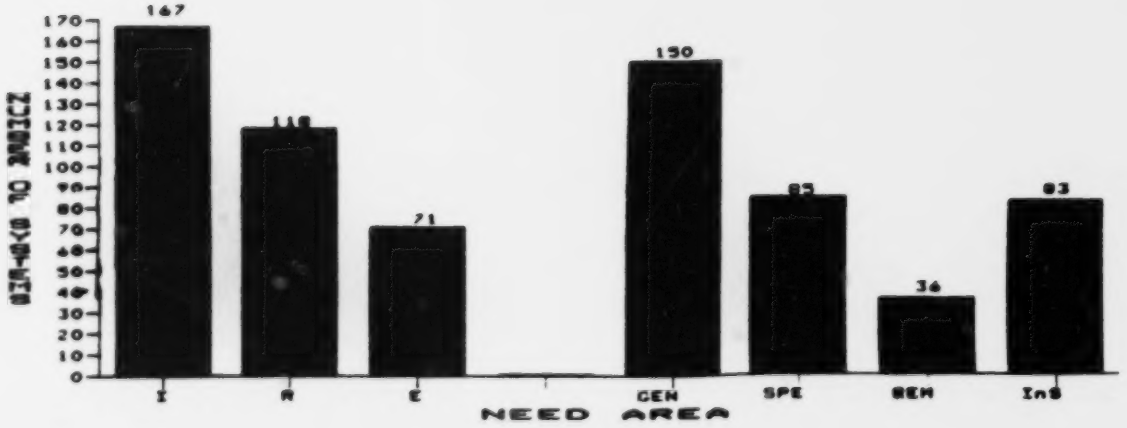


Figure 11. Number of Systems Reporting Courses/Activities by Need Area

I	Induction	GEN	General Education
R	Remediation	SPE	Special Education
E	Enhancement	REM	Remedial Education
		InS	Instructional Support

Table 6

College/SDU Activities by Area of Identified Need

AREA OF IDENTIFIED NEED	NUMBER OF COLLEGE/SDU ACTIVITIES	NUMBER OF SYSTEMS REPORTING ACTIVITIES IN THIS NEED AREA	PERCENTAGE OF SYSTEMS REPORTING ACTIVITIES IN THIS NEED AREA
Professional Development			
Induction	4725	167	90%
Remediation	1485	118	63%
Enhancement	1585	71	38%
Subtotal	7795		
Instructional Program			
General	8559	150	81%
Special	552	85	46%
Remedial	757	36	19%
Instruction Support	4256	83	45%
Subtotal	14124		
Total	21919		

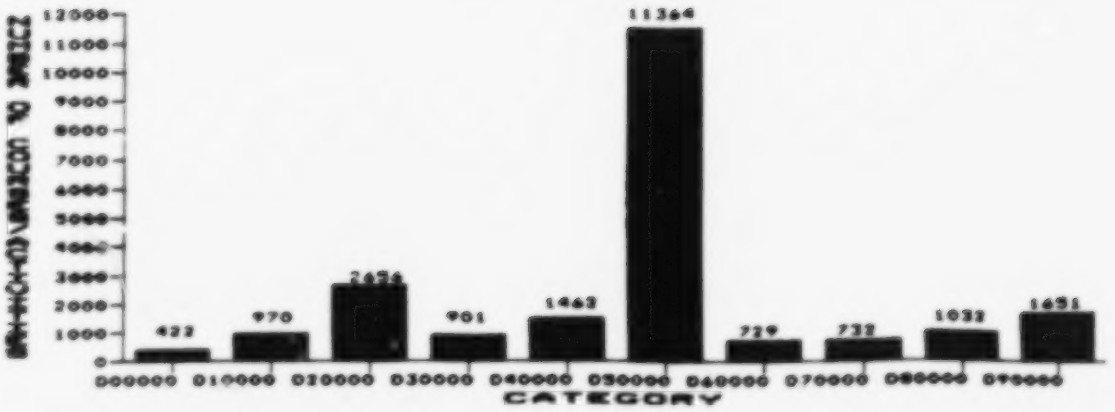


Figure 12. Number of College Courses/SDU Activities by Taxonomy

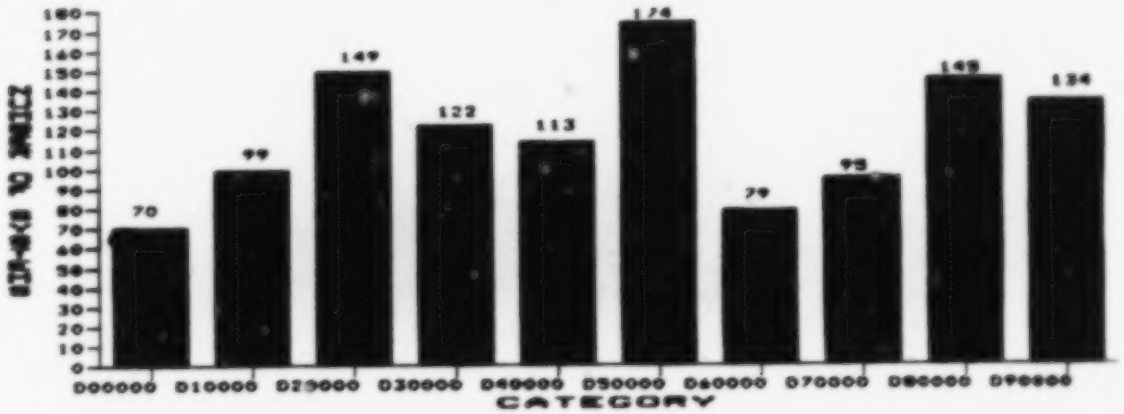


Figure 13. Number of Systems Reporting Courses/Activities by Taxonomy

D00000	Arts, Visual and Performing
D10000	Guidance, Counseling, Supportive Service
D20000	Languages (includes Reading)
D30000	Life Sciences and Physical Science
D40000	Mathematical Sciences
D50000	Personnel Management and Development
D60000	P E , Health, Leisure
D70000	Social Sciences and Social Studies
D80000	Special Education
D90000	Vocational Education/Computer Technology

Table 7

Classification of College or SDU Activities by Taxonomy

TAXONOMY CODE	NUMBER OF COLLEGE/SDU ACTIVITIES	NUMBERS OF SYSTEMS REPORTING ACTIVITIES IN THIS CATEGORY	PERCENTAGE OF SYSTEMS REPORTING ACTIVITIES IN THIS CATEGORY
D00000	422	70	38%
D10000	970	99	53%
D20000	2656	149	80%
D30000	901	122	66%
D40000	1462	113	61%
D50000	11364	174	94%
D60000	729	79	42%
D70000	732	95	51%
D80000	1032	145	78%
D90000	1651	134	72%
Total	21919		

D00000 Arts, Visual and Performing
D10000 Guidance, Counseling, Supportive Service
D20000 Languages (includes Reading)
D30000 Life Sciences and Physical Science
D40000 Mathematical Sciences
D50000 Personnel Management and Development (principles, methods, procedures, understandings necessary to assess and meet training and career development needs of employees)
D60000 P E , Health, Leisure
D70000 Social Sciences and Social Studies
D80000 Special Education
D90000 Vocational Education/Computer Technology

provides additional information concerning the number and percentage of school systems reporting college courses and SDU activities by taxonomy.

Program Expenditure

The total amount of Professional Development Compensation allocated to Georgia school systems for FY 88 was $23,027,548 (see Appendix P). Of this allocation, all 186 school systems distributed $21,334,894.19 as professional development stipends, and 156 school systems spent $958,196.79 in employee benefits (social security). This is a total expenditure of $22,293,090.98.

Conclusions

From a review of the information received from Georgia school superintendents and staff development coordinators, the following conclusions may be reached concerning the FY 88 Professional Development Stipend Program:

--All 186 Georgia school systems participated and 97% of the professional development stipend allocation was expended. The average stipend was $1045 per recipient, $973 per activity, and $255 per quarter hour or SDU credit.

--PDS recipients represented all professional categories, except superintendents, with employment contracts between 10 to 12 months; however, 18097 (89%) of recipients were teachers with 190 day contracts.

--Almost three times as many stipends were paid to participants of SDU activities as to participants of college courses; SDU activities were of a shorter duration with fewer number of credits earned per activity.

--Almost twice as many PDS activities were conducted to meet instructional program needs as to meet professional development needs. The majority of activities conducted to meet instructional program needs were in general education; the majority of activities conducted to meet professional

development needs dealt with the induction stage. However, there were more activities conducted to meet enhancement than remediation needs.

--The majority of college and SDU activities were conducted in the area of personnel management and development; however, some activities were conducted in all areas of the curriculum.

School System _____

School Code _____

Georgia Department of Education
Teacher Education and Staff Development
Annual Report for FY 87

Page ____ of _____

Descriptive Title of Activity	Number of Participants			Certification Renewal Credit (SDU)		Agency Conducting Activity	Expenditure From Cost of Instruction Funds
	Teaching	Leadership	Service	Number of Participants	Number of SDUs		
Page Totals							
Annual Report Totals							

Total number of offerings including my own continuation sheets _____

DE Form 0225, Revised January 1988

On behalf of the named school system, I certify that this is a true report of activities conducted through our staff development program from July 1, 1986 through June 30, 1987.

_____ _____
Signature Date

APPENDIX B

STAFF DEVELOPMENT UNIT COURSE UPDATE

Georgia Department of Education
Division of Staff Development
Teacher Certification Services

Staff Development Unit Course Update

System/Agency Number _____

System/Agency Name _____

Course Number	Taxonomy Code	Course Title	Approval Date

Please return this form to the following address.

Georgia Department of Education
Teacher Certification Services
1452 Twin Towers East
Atlanta, Georgia 30334-5070

DE Form 0220, Revised January 1988

APPENDIX C

SUMMARY EVALUATION REPORT FOR STAFF DEVELOPMENT ACTIVITY

Georgia Department of Education

Summary Evaluation Report for Staff Development Activity

After the completion of ***each*** staff development activity, the LEA/agency must complete and return this form to: Staff Development Coordinator, Georgia Department of Education, 205 Butler Street SE, 1858 Twin Towers East, Atlanta, Georgia 30334-5030.

A. Descriptive title of activity

B. Sponsored by (school system, CESA, agency)

C. Beginning and ending dates

D. Number of participants involved for

Professional growth activity _____

Certification renewal credit _____

Beginning teacher staff development _____

Total number in activity _____

E. Personnel providing *majority* of instruction were from (check *one*)

- ☐ Institution of higher education
- ☐ Cooperative Education Service Agency
- ☐ Georgia Department of Education
- ☐ Local education agency
- ☐ Other (specify) _____

F. Beside each number which corresponds with the numbered item on the participant evaluation form, indicate the total number who responded to each of the 5 possible ratings.

Item	Strongly Agree	Agree	Undecided	Strongly Disagree
1				
2				
3				
4				
5				
6				
7				
8				
9				
10				
11				
12				

G. Person completing report

Name

Title

Address

Phone

DE Form 0233, Revised January 1988

APPENDIX D

PARTICIPATION OF CERTIFIED PERSONNEL BY CATEGORY

SCHOOL SYSTEM	CODE	T	L	S	TOTAL
APPLING COUNTY	601	157	25	15	197
ATKINSON COUNTY	602	410	33		443
BACON COUNTY	603	381	24	14	419
BAKER COUNTY	604	30	2	11	43
BALDWIN COUNTY	605	161	7	20	188
BANKS COUNTY	606	86		2	88
BARROW COUNTY	607	875	112	108	1095
BARTOW COUNTY	608	222	83	26	331
BEN HILL COUNTY	609	39	8	3	50
BERRIEN COUNTY	610	462	32		494
BIBB COUNTY	611	1111	115	70	1296
BLECKLEY COUNTY	612	273	29		302
BRANTLEY COUNTY	613	240	24	8	272
BROOKS COUNTY	614	260	35	47	342
BRYAN COUNTY	615	449	44	34	527
BULLOCH COUNTY	616	122	110	6	238
BURKE COUNTY	617	208	23	31	262
BUTTS COUNTY	618	46	28	12	86
CALHOUN COUNTY	619	148	16	2	166
CAMDEN COUNTY	620	53	14	4	71
CANDLER COUNTY	621	177	19		196
CARROLL COUNTY	622	1569	107	115	1791
CATOOSA COUNTY	623	202	8	48	258
CHARLTON COUNTY	624	66	8	6	80
CHATHAM COUNTY	625	1085	27	57	1169
CHATTAHOOCHEE COUNTY	626	13			13
CHATTOOGA COUNTY	627	113	16	11	140
CHEROKEE COUNTY	628	1097	75	200	1372
CLARKE COUNTY	failed to submit report by 12-02-87				
CLAY COUNTY	630	63	3	5	71
CLAYTON COUNTY	631	3155	293	130	3578
CLINCH COUNTY	632	84	5	9	98
COBB COUNTY	633	4638	96	186	4920
COFFEE COUNTY	634	366	99	23	488
COLQUITT COUNTY	635	469	1	5	475
COLUMBIA COUNTY	636	1176	50	88	1314
COOK COUNTY	637	344	22	27	393
COWETA COUNTY	638	295	77	7	379
CRAWFORD COUNTY	failed to submit report by 12-02-87				
CRISP COUNTY	640	651	45	87	783
DADE COUNTY	641	185	13	6	204
DAWSON COUNTY	642	306	38	5	349
DECATUR COUNTY	643	1153	115		1268
DEKALB COUNTY	644	6488	608		7096
DODGE COUNTY	645	342	20		362
DOOLY COUNTY	646	87	17	2	106
DOUGHERTY COUNTY	647	1553	126	151	1830
DOUGLAS COUNTY	648	1809	142	106	2057

SCHOOL SYSTEM	CODE	T	L	S	TOTAL
EARLY COUNTY	649	33	15		48
ECHOLS COUNTY	650	10	1	2	13
EFFINGHAM COUNTY	651	223			223
ELBERT COUNTY	652	562	52	105	719
EMANUEL COUNTY	653	808	63	51	922
EVANS COUNTY	654	160	23	8	191
FANNIN COUNTY	655	53	3		56
FAYETTE COUNTY	656	298	22	14	334
FLOYD COUNTY	657	836	138	35	1009
FORSYTH COUNTY	658	731	75	38	844
FRANKLIN COUNTY	failed to submit report by 12-02-87				
FULTON COUNTY	660	4036	452	871	5359
GILMER COUNTY	661	53	3	1	57
GLASCOCK COUNTY	662	27			27
GLYNN COUNTY	663	1609	106	400	2115
GORDON COUNTY	664	433	96	25	554
GRADY COUNTY	665	402	26	27	455
GREENE COUNTY	666	103	27	11	141
GWINNETT COUNTY	667	11627	525	1881	14033
HABERSHAM COUNTY	668	208	42	7	257
HALL COUNTY	669	1329	133	146	1608
HANCOCK COUNTY	670	92	1		93
HARALSON COUNTY	671	1230	24	30	1284
HARRIS COUNTY	672	433	50	24	507
HART COUNTY	673	212	20	1	233
HEARD COUNTY	674	85	9		94
HENRY COUNTY	675	659	40	18	717
HOUSTON COUNTY	676	830	80	13	923
IRWIN COUNTY	677	83	5		88
JACKSON COUNTY	678	303	75	5	383
JASPER COUNTY	679	144	16	4	164
JEFF DAVIS COUNTY	680	312	21		333
JEFFERSON COUNTY	681	165	58		223
JENKINS COUNTY	682	157	24	20	201
JOHNSON COUNTY	683	271	24	8	303
JONES COUNTY	684	286	49	17	352
LAMAR COUNTY	685	167	20	11	198
LANIER COUNTY	686	227	17	9	253
LAURENS COUNTY	687	1279	110	15	1404
LEE COUNTY	688	204	48	16	268
LIBERTY COUNTY	689	275	9	7	291
LINCOLN COUNTY	690	140	8		148
LONG COUNTY	691	87	13	11	111
LOWNDES COUNTY	692	1601	80	100	1781
LUMPKIN COUNTY	693	92	7		99
MACON COUNTY	694	37			37
MADISON COUNTY	695	229	13	2	244
MARION COUNTY	696	59			59
MCDUFFIE COUNTY	697	431	34	71	536
MCINTOSH COUNTY	698	74	13	2	89
MERIWETHER COUNTY	699	718	31	29	778
MILLER COUNTY	700	198	24		222
MITCHELL COUNTY	701	97	1		98

SCHOOL SYSTEM	CODE	T	L	S	TOTAL
MONROE COUNTY	702	166	33	10	209
MONTGOMERY COUNTY	703	55	18	2	75
MORGAN COUNTY	704	75	18	4	97
MURRAY COUNTY	705	67	71	41	179
MUSCOGEE COUNTY	706	1687	221	52	1960
NEWTON COUNTY	707	792	57	112	961
OCONEE COUNTY	708	320	24	19	363
OGLETHORPE COUNTY	709	145	15	11	171
PAULDING COUNTY	710	205	49	25	279
PEACH COUNTY	711	377	36	2	415
PICKENS COUNTY	712	72		20	92
PIERCE COUNTY	713	122	9	1	132
PIKE COUNTY	714	67	15	10	92
POLK COUNTY	715	197	15	75	287
PULASKI COUNTY	716	36	12	10	58
PUTNAM COUNTY	717	226	6	1	233
QUITMAN COUNTY	failed to submit report by 12-02-87				
RABUN COUNTY	719	86	8	3	97
RANDOLPH COUNTY	720	176	31		207
RICHMOND COUNTY	721	1370	148	57	1575
ROCKDALE COUNTY	722	1103	70	72	1245
SCHLEY COUNTY	723	16			16
SCREVEN COUNTY	724	344	19	28	391
SEMINOLE COUNTY	725	86	8		94
SPALDING COUNTY	726	489	47	8	544
STEPHENS COUNTY	727	311	37	2	350
STEWART COUNTY	728	106	7	2	115
SUMTER COUNTY	729	412	35		447
TALBOT COUNTY	730	14	7	3	24
TALIAFERRO COUNTY	731	4			4
TATTNALL COUNTY	732	270	19	9	298
TAYLOR COUNTY	733	112	12	2	126
TELFAIR COUNTY	734	381	37	33	451
TERRELL COUNTY	735	247	45	18	310
THOMAS COUNTY	736	38	3		41
TIFT COUNTY	737	1162	78		1240
TOOMBS COUNTY	738	125	19	16	160
TOWNS COUNTY	739	70	5	2	77
TREUTLEN COUNTY	740	288	35	26	349
TROUP COUNTY	741	341	39	32	412
TURNER COUNTY	742	85	17	12	114
TWIGGS COUNTY	743	86	16	4	106
UNION COUNTY	744	78			78
UPSON COUNTY	745	100	14	7	121
WALKER COUNTY	746	1146	81	16	1243
WALTON COUNTY	747	184	10		194
WARE COUNTY	748	301	18	1	320
WARREN COUNTY	749	46	24		70
WASHINGTON COUNTY	750	336	80	9	425
WAYNE COUNTY	751	697	69	38	804
WEBSTER COUNTY	752	10		2	12
WHEELER COUNTY	753	31	22	4	57
WHITE COUNTY	754	443	14		457

SCHOOL SYSTEM	CODE	T	L	S	TOTAL
WHITFIELD COUNTY	755	918	106	54	1078
WILCOX COUNTY	756	117	14	2	133
WILKES COUNTY	757	205	8	5	218
WILKINSON COUNTY	758	78	2	4	84
WORTH COUNTY	759	405	29	8	442
AMERICUS CITY	760	271	38	18	327
ATLANTA CITY	761	3227	214	39	3480
BREMEN CITY	763	230	10		240
BUFORD CITY	764	472	37	19	528
CALHOUN CITY	765	113	4	5	122
CARROLLTON CITY	766	154	25	15	194
CARTERSVILLE CITY	767	94	12	5	111
CHICKAMAUGA CITY	769	210	9	5	224
COMMERCE CITY	771	130	1		131
DALTON CITY	772	602	110	56	768
DECATUR CITY	773	697	70	60	827
DUBLIN CITY	774	618	64	6	688
FITZGERALD CITY	775	275	34		309
GAINESVILLE CITY	776	212	9	2	223
HOGANSVILLE CITY	778	22	32	7	61
JEFFERSON CITY	779	19		4	23
LAGRANGE CITY	780	1039	189	156	1384
MARIETTA CITY	781	1736	178	151	2065
PELHAM CITY	784	46	7	8	61
ROME CITY	785	331	95	17	443
SOCIAL CIRCLE CITY	786	126	9	3	138
THOMASTON CITY	788	52	4	8	64
THOMASVILLE CITY	789	400	37	74	511
TRION CITY	791	27	1	2	30
VALDOSTA CITY	792	1259	65	49	1373
VIDALIA CITY	793	127	15		142
WAYCROSS CITY	794	85	5		90
TOTALS		97937	8626	7305	113868
SYSTEMS REPORTING		182	170	143	
SYSTEMS NOT REPORTING		0	12	39	
PARTICIPANTS IN THIS CATEGORY					

T teaching
L leadership
S service

APPENDIX E

FY 87 STAFF DEVELOPMENT PROGRAM EXPENDITURE BY SCHOOL SYSTEM

SCHOOL SYSTEM	CODE	EXPENDITURE	TOTAL PROGRAMS
APPLING COUNTY	601	$16,860.00	11
ATKINSON COUNTY	602	$7,620.00	8
BACON COUNTY	603	11110.15	32
BAKER COUNTY	604	$1,500.00	1
BALDWIN COUNTY	605	$29,776.80	15
BANKS COUNTY	606	$8,171.02	32
BARROW COUNTY	607	$25,959.34	81
BARTOW COUNTY	608	$36,985.32	42
BEN HILL COUNTY	609	$4,889.43	14
BERRIEN COUNTY	610	$15,429.00	36
BIBB COUNTY	611	$117,390.47	48
BLECKLEY COUNTY	612	$10,950.28	9
BRANTLEY COUNTY	613	$11,872.00	6
BROOKS COUNTY	614	$15,880.32	22
BRYAN COUNTY	615	$13,503.52	67
BULLOCH COUNTY	616	$36,230.12	9
BURKE COUNTY	617	$22,726.00	8
BUTTS COUNTY	618	$14,804.00	8
CALHOUN COUNTY	619	$7,413.00	5
CAMDEN COUNTY	620	$19,688.60	4
CANDLER COUNTY	621	$8,606.00	8
CARROLL COUNTY	622	$46,651.50	33
CATOOSA COUNTY	623	$37,869.30	5
CHARLTON COUNTY	624	$9,167.00	35
CHATHAM COUNTY	625	$174,048.00	69
CHATTAHOOCHEE COUNTY	626	$1,780.00	13
CHATTOOGA COUNTY	627	$16,961.00	7
CHEROKEE COUNTY	628	$62,284.00	20
CLARKE COUNTY	failed to submit report by 12-02-87		
CLAY COUNTY	630	$2,177.00	3
CLAYTON COUNTY	631	$169,899.00	47
CLINCH COUNTY	632	$8,463.00	7
COBB COUNTY	633	$291,742.00	59
COFFEE COUNTY	634	$29,668.71	49
COLQUITT COUNTY	635	$38,085.00	10
COLUMBIA COUNTY	636	$43,817.66	30
COOK COUNTY	637	$15,000.00	16
COWETA COUNTY	638	$48,739.64	15
CRAWFORD COUNTY	failed to submit report by 12-02-87		
CRISP COUNTY	640	$25,549.20	16
DADE COUNTY	641	$7,874.71	6
DAWSON COUNTY	642	$14,873.67	7
DECATUR COUNTY	643	$32,120.43	59
DEKALB COUNTY	644	$553,902.18	295
DODGE COUNTY	645	$11,705.70	17
DOOLY COUNTY	646	$10,122.91	9
DOUGHERTY COUNTY	647	$109,272.00	5
DOUGLAS COUNTY	648	$73,095.00	25

SCHOOL SYSTEM	CODE	EXPENDITURE	TOTAL PROGRAMS
EARLY COUNTY	649	$16,549.86	4
ECHOLS COUNTY	650	$2,176.50	2
EFFINGHAM COUNTY	651	$20,587.53	68
ELBERT COUNTY	652	$16,994.01	32
EMANUEL COUNTY	653	$24,931.35	29
EVANS COUNTY	654	$9,178.92	18
FANNIN COUNTY	655	$16,000.22	3
FAYETTE COUNTY	656	$55,060.51	7
FLOYD COUNTY	657	$41,800.67	56
FORSYTH COUNTY	658	$36,120.00	12
FRANKLIN COUNTY	failed to submit report by 12-02-87		
FULTON COUNTY	660	$216,887.00	145
GILMER COUNTY	661	$12,392.00	5
GLASCOCK COUNTY	662	$3,734.00	3
GLYNN COUNTY	663	$56,804.19	41
GORDON COUNTY	664	$21,536.15	15
GRADY COUNTY	665	$20,374.55	40
GREENE COUNTY	666	$13,089.00	13
GWINNETT COUNTY	667	$257,435.00	28
HABERSHAM COUNTY	668	$25,742.00	6
HALL COUNTY	669	$63,904.34	28
HANCOCK COUNTY	670	$10,568.92	4
HARALSON COUNTY	671	$14,006.00	22
HARRIS COUNTY	672	$13,129.15	15
HART COUNTY	673	$18,841.50	38
HEARD COUNTY	674	$8,209.00	3
HENRY COUNTY	675	$38,170.47	62
HOUSTON COUNTY	676	$74,054.70	18
IRWIN COUNTY	677	$9,478.00	15
JACKSON COUNTY	678	$12,952.00	26
JASPER COUNTY	679	$7,487.00	4
JEFF DAVIS COUNTY	680	$12,900.28	13
JEFFERSON COUNTY	681	$18,963.00	6
JENKINS COUNTY	682	$9,375.66	6
JOHNSON COUNTY	683	$8,492.00	10
JONES COUNTY	684	$17,650.00	14
LAMAR COUNTY	685	$11,017.00	28
LANIER COUNTY	686	$7,001.55	29
LAURENS COUNTY	687	$23,963.00	15
LEE COUNTY	688	$18,738.00	31
LIBERTY COUNTY	689	$32,473.00	10
LINCOLN COUNTY	690	$7,943.00	9
LONG COUNTY	691	$4,156.73	37
LOWNDES COUNTY	692	$37,426.00	44
LUMPKIN COUNTY	693	$9,961.57	10
MACON COUNTY	694	$5,301.00	31
MADISON COUNTY	695	$20,117.00	18
MARION COUNTY	696	$9,038.00	5
MCDUFFIE COUNTY	697	$21,545.00	25
MCINTOSH COUNTY	698	$7,617.38	12
MERIWETHER COUNTY	699	$19,477.43	10
MILLER COUNTY	700	$7,451.00	5
MITCHELL COUNTY	701	$15,875.57	7

SCHOOL SYSTEM	CODE	EXPENDITURE	TOTAL PROGRAMS
MONROE COUNTY	702	$13,997.00	7
MONTGOMERY COUNTY	703	$2,993.00	14
MORGAN COUNTY	704	$13,479.00	5
MURRAY COUNTY	705	$23,000.00	8
MUSCOGEE COUNTY	706	$163,992.00	59
NEWTON COUNTY	707	$42,783.63	27
OCONEE COUNTY	708	$16,378.00	19
OGLETHORPE COUNTY	709	$9,112.50	25
PAULDING COUNTY	710	$15,575.00	10
PEACH COUNTY	711	$19,149.27	13
PICKENS COUNTY	712	$11,355.98	6
PIERCE COUNTY	713	$15,130.00	36
PIKE COUNTY	714	$10,449.02	7
POLK COUNTY	715	$39,025.09	11
PULASKI COUNTY	716	$6,947.87	9
PUTNAM COUNTY	717	$9,845.00	10
QUITMAN COUNTY	failed to submit report by 12-02-87		
RABUN COUNTY	719	$10,558.00	21
RANDOLPH COUNTY	720	$9,651.00	19
RICHMOND COUNTY	721	$157,900.00	67
ROCKDALE COUNTY	722	$51,952.00	27
SCHLEY COUNTY	723	$2,301.00	16
SCREVEN COUNTY	724	$15,729.67	19
SEMINOLE COUNTY	725	$10,074.00	4
SPALDING COUNTY	726	$26,093.00	29
STEPHENS COUNTY	727	$22,192.29	38
STEWART COUNTY	728	$6,489.00	10
SUMTER COUNTY	729	$9,850.00	5
TALBOT COUNTY	730	$4,942.71	12
TALIAFERRO COUNTY	731	$897.00	1
TATTNALL COUNTY	732	$15,331.56	24
TAYLOR COUNTY	733	$8,871.58	9
TELFAIR COUNTY	734	$11,627.92	34
TERRELL COUNTY	735	$9,986.40	11
THOMAS COUNTY	736	$19,512.38	9
TIFT COUNTY	737	$39,786.00	16
TOOMBS COUNTY	738	$6,693.00	32
TOWNS COUNTY	739	$3,276.00	3
TREUTLEN COUNTY	740	$6,601.19	21
TROUP COUNTY	741	$27,518.05	16
TURNER COUNTY	742	$10,195.22	21
TWIGGS COUNTY	743	$9,676.36	12
UNION COUNTY	744	$9,251.58	3
UPSON COUNTY	745	$16,138.84	95
WALKER COUNTY	746	$47,114.40	29
WALTON COUNTY	747	$29,000.00	14
WARE COUNTY	748	$22,006.98	7
WARREN COUNTY	749	$5,908.00	5
WASHINGTON COUNTY	750	$18,683.50	15
WAYNE COUNTY	751	$21,790.90	12
WEBSTER COUNTY	752	$1,500.00	1
WHEELER COUNTY	753	$5,525.10	23
WHITE COUNTY	754	$12,052.00	12

SCHOOL SYSTEM	CODE	EXPENDITURE	TOTAL PROGRAMS
WHITFIELD COUNTY	755	$52,534.00	18
WILCOX COUNTY	756	$7,611.00	6
WILKES COUNTY	757	$10,354.35	20
WILKINSON COUNTY	758	$11,793.00	3
WORTH COUNTY	759	$20,841.87	10
AMERICUS CITY	760	$19,547.62	8
ATLANTA CITY	761	$587,721.68	64
BREMEN CITY	763	$6,274.35	13
BUFORD CITY	764	$8,278.00	19
CALHOUN CITY	765	$10,394.00	16
CARROLLTON CITY	766	$15,627.31	35
CARTERSVILLE CITY	767	$10,827.00	8
CHICKAMAUGA CITY	769	$5,352.94	20
COMMERCE CITY	771	$5,907.94	9
DALTON CITY	772	$23,230.59	43
DECATUR CITY	773	$12,233.12	12
DUBLIN CITY	774	$17,856.06	21
FITZGERALD CITY	775	$13,365.00	10
GAINESVILLE CITY	776	$14,753.23	17
HOGANSVILLE CITY	778	$4,592.00	23
JEFFERSON CITY	779	$188.00	2
LAGRANGE CITY	780	$27,474.00	18
MARIETTA CITY	781	$21,910.69	44
PELHAM CITY	784	$9,184.00	14
ROME CITY	785	$25,389.22	29
SOCIAL CIRCLE CITY	786	$5,366.00	6
THOMASTON CITY	788	$6,593.89	31
THOMASVILLE CITY	789	$12,050.52	8
TRION CITY	791	$5,901.53	9
VALDOSTA CITY	792	$34,832.87	19
VIDALIA CITY	793	$12,775.00	6
WAYCROSS CITY	794	$19,062.00	2
TOTALS		$5,876,623.46	3981

APPENDIX F

STAFF DEVELOPMENT ACTIVITIES FOR CERTIFICATION
RENEWAL CREDIT APPROVED BY SCHOOL SYSTEMS

SCHOOL SYSTEM	CODE	FY 87 SDU ACTIVITIES	FY 86 SDU ACTIVITIES	FY 87-86 SDU DIFFERENCES
APPLING COUNTY	601	5	8	-3
ATKINSON COUNTY	602	0	2	-2
BACON COUNTY	603	2	2	0
BAKER COUNTY	604	0	0	0
BALDWIN COUNTY	605	0	0	0
BANKS COUNTY	606	0	3	-3
BARROW COUNTY	607	9	7	2
BARTOW COUNTY	608	17	16	1
BEN HILL COUNTY	609	0	0	0
BERRIEN COUNTY	610	8	6	2
BIBB COUNTY	611	18	49	-31
BLECKLEY COUNTY	612	0	0	0
BRANTLEY COUNTY	613	0	2	-2
BROOKS COUNTY	614	0	0	0
BRYAN COUNTY	615	5	5	0
BULLOCH COUNTY	616	1	3	-2
BURKE COUNTY	617	6	14	-8
BUTTS COUNTY	618	0	3	-3
CALHOUN COUNTY	619	0	0	0
CAMDEN COUNTY	620	3	2	1
CANDLER COUNTY	621	0	0	0
CARROLL COUNTY	622	5	5	0
CATOOSA COUNTY	623	0	3	-3
CHARLTON COUNTY	624	6	3	3
CHATHAM COUNTY	625	77	59	18
CHATTAHOOCHEE COUNTY	626	0	0	0
CHATTOOGA COUNTY	627	0	3	-3
CHEROKEE COUNTY	628	0	0	0
CLARKE COUNTY	629	35	35	0
CLAY COUNTY	630	0	0	0
CLAYTON COUNTY	631	41	55	-14
CLINCH COUNTY	632	1	0	1
COBB COUNTY	633	88	72	16
COFFEE COUNTY	634	1	6	-5
COLQUITT COUNTY	635	1	1	0
COLUMBIA COUNTY	636	48	45	3
COOK COUNTY	637	0	0	0
COWETA COUNTY	638	23	28	-5
CRAWFORD COUNTY	639	0	0	0
CRISP COUNTY	640	7	5	2
DADE COUNTY	641	2	1	1
DAWSON COUNTY	642	0	0	0
DECATUR COUNTY	643	0	11	-11
DEKALB COUNTY	644	266	266	0
DODGE COUNTY	645	0	0	0
DOOLY COUNTY	646	2	4	-2
DOUGHERTY COUNTY	647	65	39	26
DOUGLAS COUNTY	648	26	31	-5

SCHOOL SYSTEM	CODE	FY 87 SDU ACTIVITIES	FY 86 SDU ACTIVITIES	FY 87-86 SDU DIFFERENCES
EARLY COUNTY	649	7	0	7
ECHOLS COUNTY	650	0	0	0
EFFINGHAM COUNTY	651	5	3	2
ELBERT COUNTY	652	0	0	0
EMANUEL COUNTY	653	0	0	0
EVANS COUNTY	654	1	0	1
FANNIN COUNTY	655	0	0	0
FAYETTE COUNTY	656	0	0	0
FLOYD COUNTY	657	16	23	-7
FORSYTH COUNTY	658	12	25	-13
FRANKLIN COUNTY	659	0	0	0
FULTON COUNTY	660	54	52	2
GILMER COUNTY	661	0	0	0
GLASCOCK COUNTY	662	0	0	0
GLYNN COUNTY	663	26	0	26
GORDON COUNTY	664	0	0	0
GRADY COUNTY	665	0	6	-6
GREENE COUNTY	666	0	0	0
GWINNETT COUNTY	667	116	110	6
HABERSHAM COUNTY	668	0	6	-6
HALL COUNTY	669	9	6	3
HANCOCK COUNTY	670	4	0	4
HARALSON COUNTY	671	0	0	0
HARRIS COUNTY	672	10	8	2
HART COUNTY	673	6	0	6
HEARD COUNTY	674	0	0	0
HENRY COUNTY	675	0	1	-1
HOUSTON COUNTY	676	31	5	26
IRWIN COUNTY	677	0	0	0
JACKSON COUNTY	678	7	0	7
JASPER COUNTY	679	5	9	-4
JEFF DAVIS COUNTY	680	5	0	5
JEFFERSON COUNTY	681	1	0	1
JENKINS COUNTY	682	1	2	-1
JOHNSON COUNTY	683	0	2	-2
JONES COUNTY	684	1	2	-1
LAMAR COUNTY	685	5	8	-3
LANIER COUNTY	686	0	1	-1
LAURENS COUNTY	687	0	0	0
LEE COUNTY	688	45	33	12
LIBERTY COUNTY	689	12	14	-2
LINCOLN COUNTY	690	0	0	0
LONG COUNTY	691	2	10	-8
LOWNDES COUNTY	692	0	0	0
LUMPKIN COUNTY	693	4	7	-3
MACON COUNTY	694	0	1	-1
MADISON COUNTY	695	10	0	10
MARION COUNTY	696	4	3	1
MCDUFFIE COUNTY	697	28	22	6
MCINTOSH COUNTY	698	5	2	3
MERIWETHER COUNTY	699	4	1	3
MILLER COUNTY	700	0	0	0
MITCHELL COUNTY	701	0	0	0

SCHOOL SYSTEM	CODE	FY 87 SDU ACTIVITIES	FY 86 SDU ACTIVITIES	FY 87-86 SDU DIFFERENCES
MONROE COUNTY	702	2	2	0
MONTGOMERY COUNTY	703	0	1	-1
MORGAN COUNTY	704	2	4	-2
MURRAY COUNTY	705	0	0	0
MUSCOGEE COUNTY	706	59	63	-4
NEWTON COUNTY	707	4	3	1
OCONEE COUNTY	708	8	12	-4
OGLETHORPE COUNTY	709	6	3	3
PAULDING COUNTY	710	12	11	1
PEACH COUNTY	711	4	2	2
PICKENS COUNTY	712	0	0	0
PIERCE COUNTY	713	4	3	1
PIKE COUNTY	714	0	0	0
POLK COUNTY	715	0	0	0
PULASKI COUNTY	716	2	7	-5
PUTNAM COUNTY	717	3	1	2
QUITMAN COUNTY	718	0	2	-2
RABUN COUNTY	719	4	0	4
RANDOLPH COUNTY	720	3	0	3
RICHMOND COUNTY	721	45	76	-31
ROCKDALE COUNTY	722	36	85	-49
SCHLEY COUNTY	723	0	0	0
SCREVEN COUNTY	724	12	12	0
SEMINOLE COUNTY	725	10	3	7
SPALDING COUNTY	726	8	13	-5
STEPHENS COUNTY	727	0	0	0
STEWART COUNTY	728	2	2	0
SUMTER COUNTY	729	0	0	0
TALBOT COUNTY	730	0	0	0
TALIAFERRO COUNTY	731	0	0	0
TATTNALL COUNTY	732	6	10	-4
TAYLOR COUNTY	733	0	0	0
TELFAIR COUNTY	734	0	0	0
TERRELL COUNTY	735	4	0	4
THOMAS COUNTY	736	4	4	0
TIFT COUNTY	737	0	0	0
TOOMBS COUNTY	738	0	2	-2
TOWNS COUNTY	739	0	0	0
TREUTLEN COUNTY	740	0	0	0
TROUP COUNTY	741	0	0	0
TURNER COUNTY	742	0	0	0
TWIGGS COUNTY	743	1	1	0
UNION COUNTY	744	0	0	0
UPSON COUNTY	745	1	3	-2
WALKER COUNTY	746	21	22	-1
WALTON COUNTY	747	2	0	2
WARE COUNTY	748	0	26	-26
WARREN COUNTY	749	0	0	0
WASHINGTON COUNTY	750	4	4	0
WAYNE COUNTY	751	7	7	0
WEBSTER COUNTY	752	0	0	0
WHEELER COUNTY	753	1	2	-1
WHITE COUNTY	754	1	3	-2

SCHOOL SYSTEM	CODE	FY 87 SDU ACTIVITIES	FY 86 SDU ACTIVITIES	FY 87-86 SDU DIFFERENCES
WHITFIELD COUNTY	755	7	7	0
WILCOX COUNTY	756	0	0	0
WILKES COUNTY	757	24	38	-14
WILKINSON COUNTY	758	0	4	-4
WORTH COUNTY	759	10	7	3
AMERICUS CITY	760	0	0	0
ATLANTA CITY	761	75	110	-35
BREMEN CITY	763	0	0	0
BUFORD CITY	764	4	0	4
CALHOUN CITY	765	0	0	0
CARROLLTON CITY	766	19	5	14
CARTERSVILLE CITY	767	7	0	7
CHICKAMAUGA CITY	769	0	0	0
COMMERCE CITY	771	5	5	0
DALTON CITY	772	1	8	-7
DECATUR CITY	773	0	0	0
DUBLIN CITY	774	6	1	5
FITZGERALD CITY	775	0	0	0
GAINESVILLE CITY	776	0	0	0
HOGANSVILLE CITY	778	0	0	0
JEFFERSON CITY	779	0	0	0
LAGRANGE CITY	780	0	3	-3
MARIETTA CITY	781	0	0	0
PELHAM CITY	784	0	0	0
ROME CITY	785	15	14	1
SOCIAL CIRCLE CITY	786	4	5	-1
THOMASTON CITY	788	0	2	-2
THOMASVILLE CITY	789	4	6	-2
TRION CITY	791	0	0	0
VALDOSTA CITY	792	0	0	0
VIDALIA CITY	793	9	1	8
WAYCROSS CITY	794	2	2	0
TOTALS		1674	1763	-89

SYSTEMS REPORTING FY 87 SDU APPROVED ACTIVITIES 101

SYSTEMS REPORTING FY 86 SDU APPROVED ACTIVITIES 105

DIFFERENCE - 4

Based on information received by 8-18-87 from
Certification Division, Georgia Department of Education

APPENDIX G

STAFF DEVELOPMENT ACTIVITIES FOR
CERTIFICATION RENEWAL CREDIT APPROVED BY
REGIONAL EDUCATIONAL SERVICE AGENCIES

RESA	CODE	FY 87 SDU ACTIVITIES	FY 86 SDU ACTIVITIES	FY 87-86 DIFFERENCES
CENTRAL SAVANNAH RIVER AREA	868	25	34	-9
CHATTAHOOCHEE FLINT	872	0	0	0
COASTAL PLAINS	886	28	25	3
FIRST DISTRICT	880	3	5	-2
GRIFFIN	862	27	21	6
HEART OF GEORGIA	876	15	11	4
METRO ATLANTA	856	7	6	1
MIDDLE GEORGIA	864	20	9	11
NORTHEAST GEORGIA	858	15	23	-8
NORTH GEORGIA	852	34	45	-11
NORTHWEST GEORGIA	850	40	27	13
OCONEE	866	10	11	-1
OKEFENOKEE	888	5	6	-1
PIONEER	854	11	11	0
SOUTHWEST GEORGIA	884	0	28	-28
WEST GEORGIA	860	43	30	13
		283	292	-9

Based on information received by 8-18-87 from
Certification Division, Georgia Department of Education.

APPENDIX H

PARTICIPANT EVALUATION OF STAFF DEVELOPMENT ACTIVITY

Georgia Department of Education
Teacher Education and Staff Development
Participant Evaluation of Staff Development Activity

Title of Activity _____ Date(s) of Activity _____

Each participant in this staff development activity should evaluate the ***quality*** of the activity by checking whether he/she strongly agrees, agrees, is undecided, disagrees or strongly disagrees with each of the statements below. Either the instructor or coordinator of the activity should summarize for the group and record the results in section "F" of the Summary Evaluation Report, DE Form 0233.

Strongly Agree	Agree	Undecided	Disagree	Strongly Disagree	
					1. The activity objectives were related to my educational concerns.
					2. The activity objectives were related to practical educational application in my specific job setting.
					3. The activity had some outstanding components which were unique or innovative.
					4. Presentations were well organized.
					5. The program schedule was well adapted to my educational needs.
					6. Meeting facilities were suitable.
					7. The strategies utilized, including instructional resources, were appropriate for meeting the stated objectives.
					8. Overall, personnel conducting the activity exhibited the qualities essential to the success of the workshop. (Consider creativity, specialized knowledge, communication skills and the like.)
					9. Overall, the activity was a successful training experience for me.
					10. Adequate provisions were made for me to provide feedback to the personnel conducting the workshop.
					11. Adequate provisions were made for me to identify needs which were not previously identified.
					12. As a result of this staff development activity, I will alter my educational behavior in a more positive direction in my specific job setting.

Comments _____

_____

_____

_____

_____

DE Form 0234, Revised January 1988

School System Code

Georgia Department of Education
Preliminary Report of
Professional Development Stipends

School System Name

Page ____ of ____

A	B	C	D	E	F							G					
Name and Social Security Number	Base State Salary	Number Days Under Contract	QBE Prof. Code	Location of Assignment	Area of Identified Need (Check Only One)							Approved Staff Development Activity					
					Individual			Instr. Programs				Title(s) and Taxonomy Code(s) of Course(s)	Number Credit Hours		Number Hours		Amount(s) of Stipend
					Ind.	Rem.	Enh.	Gen.	Spe.	Rem.	Ins.		College	SDU	In Class	Outside Class	
Total This Page																	
Totals This Report																	

Staff Development Coordinator ____ Date ____ School System Superintendent ____ Date ____

DE Form 0016, Revised January 1988

APPENDIX J

GENERAL FUND QBE PROGRAM EXPENDITURE DETAIL

Georgia Department of Education
General Fund QBE Program Expenditure Detail

_____ Board of Education

☐ Budget for FY 88
☐ Financial Report for FY 88

Program Name _____ Professional Development (QBE) _____

Expenditures Description	Fund – Program/Type – Function – Object	Expenditure Dollar Amounts
Salaries (Teachers)	100 – 1220 – 2210 – 110	
Extended Staff Salaries	100 – 1220 – 2210 – 115	
Professional Development Stipends	100 – 1220 – 2210 – 116	
Salaries (Teacher Aides and Paraprofessionals)	100 – 1220 – 2210 – 140	
Salaries (Clerical)	100 – 1220 – 2210 – 142	
Salaries (Other)	100 – 1220 – 2210 – 190	
Employee Benefits	100 – 1220 – 2210 – 200	
Purchased Professional and Technical Services	100 – 1220 – 2210 – 300	
Rental of Equipment and Vehicles	100 – 1220 – 2210 – 442	
Rental of Computer Equipment	100 – 1220 – 2210 – 443	
Other Purchased Property Services	100 – 1220 – 2210 – 490	
Communication	100 – 1220 – 2210 – 530	
Travel	100 – 1220 – 2210 – 580	
Other Purchased Services	100 – 1220 – 2210 – 590	
Books, Periodicals and Supplies	100 – 1220 – 2210 – 610	
Textbooks	100 – 1220 – 2210 – 641	
Purchase of Equipment	100 – 1220 – 2210 – 730	
Purchase of Computers and Software	100 – 1220 – 2210 – 734	
Other Professional Development Expenditures	100 – 1220 – 2210 – 890	
Total (Professional Development QBE Expenditures)		

DE Form 0420, Revised January 1988

APPENDIX K

NUMBER OF DAYS PERSONNEL UNDER CONTRACT BY SCHOOL SYSTEM

SCHOOL SYSTEM	CODE	EMPLOYMENT NUMBER OF DAYS UNDER CONTRACT 190	200	210	220	230	TOTAL
APPLING COUNTY	601	79	2	5		1	87
ATKINSON COUNTY	602	40					40
BACON COUNTY	603	34					34
BAKER COUNTY	604	7					7
BALDWIN COUNTY	605	74		2			76
BANKS COUNTY	606	22					22
BARROW COUNTY	607	71					71
BARTOW COUNTY	608	124	1				125
BEN HILL COUNTY	609	14					14
BERRIEN COUNTY	610	49		4			53
BIBB COUNTY	611	474					474
BLECKLEY COUNTY	612	16	1				17
BRANTLEY COUNTY	613	28					28
BROOKS COUNTY	614	45		2			47
BRYAN COUNTY	615	51		1			52
BULLOCH COUNTY	616	82	9	6			97
BURKE COUNTY	617	86					86
BUTTS COUNTY	618	47	4				51
CALHOUN COUNTY	619	56					56
CAMDEN COUNTY	620	34	3	1			38
CANDLER COUNTY	621	43		1			44
CARROLL COUNTY	622	160		1			161
CATOOSA COUNTY	623	174					174
CHARLTON COUNTY	624	25		8			33
CHATHAM COUNTY	625	190					190
CHATTAHOOCHEE COUNTY	626	8					8
CHATTOOGA COUNTY*	627	52					52
CHEROKEE COUNTY	628	202					202
CLARKE COUNTY	629	118	10	4	3	1	136
CLAY COUNTY	630	22					22
CLAYTON COUNTY	631	468		4		4	476
CLINCH COUNTY	632	20					20
COBB COUNTY	633	1184					1184
COFFEE COUNTY	634	90	15	6			111
COLQUITT COUNTY	635	364			1		365
COLUMBIA COUNTY	636	102		9		9	120
COOK COUNTY	637	51					51
COWETA COUNTY	638	141		2			143
CRAWFORD COUNTY	639	5					5
CRISP COUNTY	640	181			1		182
DADE COUNTY	641	26					26
DAWSON COUNTY	642	39	2				41
DECATUR COUNTY	643	199		8	3		210
DEKALB COUNTY	644	1201		6			1207
DODGE COUNTY	645	72		1			73

SCHOOL SYSTEM	CODE	190	200	210	220	230	TOTAL
DOOLY COUNTY	646	37					37
DOUGHERTY COUNTY	647	227		22		3	252
DOUGLAS COUNTY	648	197		8			205
EARLY COUNTY	649	151		1			152
ECHOLS COUNTY	650	4				3	7
EFFINGHAM COUNTY	651	66		2			68
ELBERT COUNTY	652	43					43
EMANUEL COUNTY	653	54					54
EVANS COUNTY	654	33		1			34
FANNIN COUNTY	655	49					49
FAYETTE COUNTY	656	137					137
FLOYD COUNTY	657	193	6	5			204
FORSYTH COUNTY	658	128	5				133
FRANKLIN COUNTY	659	43		3			46
FULTON COUNTY	660	515	8	8			531
GILMER COUNTY	661	35					35
GLASCOCK COUNTY	662	4					4
GLYNN COUNTY	663	310	3				313
GORDON COUNTY	664	87		2			89
GRADY COUNTY	665	111	3				114
GREENE COUNTY	666	35					35
GWINNETT COUNTY	667	1013					1013
HABERSHAM COUNTY	668	100		13		1	114
HALL COUNTY	669	162				2	164
HANCOCK COUNTY	670	23					23
HARALSON COUNTY	671	41		1			42
HARRIS COUNTY	672	38		2		3	43
HART COUNTY	673	74					74
HEARD COUNTY	674	10					10
HENRY COUNTY	675	70					70
HOUSTON COUNTY	676	130	19				149
IRWIN COUNTY	677	25		1			26
JACKSON COUNTY	678	79					79
JASPER COUNTY	679	16					16
JEFF DAVIS COUNTY	680	26		3			29
JEFFERSON COUNTY	681	130					130
JENKINS COUNTY	682	29		1			30
JOHNSON COUNTY	683	27		2			29
JONES COUNTY	684	42					42
LAMAR COUNTY	685	32		6		2	40
LANIER COUNTY	686	20					20
LAURENS COUNTY	687	104			1		105
LEE COUNTY	688	113					113
LIBERTY COUNTY	689	71		1			72
LINCOLN COUNTY	690	13		1			14
LONG COUNTY	691	17					17
LOWNDES COUNTY	692	122		10			132
LUMPKIN COUNTY	693	26					26
MACON COUNTY	694	39					39
MADISON COUNTY	695	71					71
MARION COUNTY	696	33					33

SCHOOL SYSTEM	CODE	190	200	210	220	230	TOTAL
MCDUFFIE COUNTY	697	54					54
MCINTOSH COUNTY	698	40					40
MERIWETHER COUNTY	699	60	1	9			70
MILLER COUNTY	700	12					12
MITCHELL COUNTY	701	39					39
MONROE COUNTY	702	21		1			22
MONTGOMERY COUNTY	703	13	1	2			16
MORGAN COUNTY	704	29		3			32
MURRAY COUNTY	705	110		7			117
MUSCOGEE COUNTY	706	758	5	18			781
NEWTON COUNTY	707	123		5			128
OCONEE COUNTY	708	133					133
OGLETHORPE COUNTY	709	23					23
PAULDING COUNTY	710	110	1	3			114
PEACH COUNTY	711	100					100
PICKENS COUNTY	712	31					31
PIERCE COUNTY	713	35					35
PIKE COUNTY	714	19					19
POLK COUNTY	715	116	1	2	1		120
PULASKI COUNTY*	716	15			1	4	20
PUTNAM COUNTY	717	23		1			24
QUITMAN COUNTY	718	14					14
RABUN COUNTY	719	34		3			37
RANDOLPH COUNTY	720	41					41
RICHMOND COUNTY	721	467	16	17		7	507
ROCKDALE COUNTY	722	223	21	1			245
SCHLEY COUNTY	723	11			1		12
SCREVEN COUNTY	724	113		1			114
SEMINOLE COUNTY	725	123					123
SPALDING COUNTY	726	210					210
STEPHENS COUNTY	727	31		3			34
STEWART COUNTY	728	7	1				8
SUMTER COUNTY	729	38		1		1	40
TALBOT COUNTY	730	12		3			15
TALIAFERRO COUNTY	731	3					3
TATTNALL COUNTY	732	42		4			46
TAYLOR COUNTY	733	38					38
TELFAIR COUNTY	734	41		2		1	44
TERRELL COUNTY	735	83		1			84
THOMAS COUNTY	736	89	1	5			95
TIFT COUNTY	737	241					241
TOOMBS COUNTY	738	39		3			42
TOWNS COUNTY	739	6				1	7
TREUTLEN COUNTY*	740	14					14
TROUP COUNTY	741	98					98
TURNER COUNTY	742	31		1			32
TWIGGS COUNTY	743	21	1				22
UNION COUNTY	744	40	1	5	2		48
UPSON COUNTY*	745	70	1	3			74
WALKER COUNTY	746	156		1	5		162
WALTON COUNTY	747	120	9				129

SCHOOL SYSTEM	CODE	190	200	210	220	230	TOTAL
WARE COUNTY	748	53	1				54
WARREN COUNTY	749	12					12
WASHINGTON COUNTY	750	41		7			48
WAYNE COUNTY	751	41		4			45
WEBSTER COUNTY	752	1		1			2
WHEELER COUNTY	753	11					11
WHITE COUNTY	754	13					13
WHITFIELD COUNTY	755	152		2			154
WILCOX COUNTY	756	17		1			18
WILKES COUNTY	757	71					71
WILKINSON COUNTY	758	44	3		4		51
WORTH COUNTY	759	86					86
AMERICUS CITY	760	42	2				44
ATLANTA CITY	761	1644	84		110		1838
BREMEN CITY	763	54					54
BUFORD CITY	764	22					22
CALHOUN CITY	765	63					63
CARROLLTON CITY	766	62					62
CARTERSVILLE CITY	767	102	1				103
CHICKAMAUGA CITY	769	12					12
COMMERCE CITY	771	31		2			33
DALTON CITY	772	97					97
DECATUR CITY	773	55	8				63
DUBLIN CITY*	774	59					59
FITZGERALD CITY	775	26					26
GAINSVILLE CITY	776	64	1				65
HOGANSVILLE CITY*	778	12					12
JEFFERSON CITY	779	29			1		30
LAGRANGE CITY	780	61	4				65
MARIETTA CITY	781	99					99
PELHAM CITY	784	41		1			42
ROME CITY	785	111	1	1			113
SOCIAL CIRCLE CITY	786	37					37
THOMASTON CITY	788	18		1			19
THOMASVILLE CITY	789	67					67
TRION CITY	791	34					34
VALDOSTA CITY	792	121	12		1		134
VIDALIA CITY	793	76					76
WAYCROSS CITY	794	47					47
TOTAL		19673	268	289	135	43	20408
SYSTEMS REPORTING	186	186	38	73	14	15	
SYSTEMS NOT REPORTING PERSONNEL IN THIS CATEGORY	0	0	148	113	172	171	

* based on preliminary report

APPENDIX L

CATEGORY OF PERSONNEL BY SCHOOL SYSTEM

SCHOOL SYSTEM	CLASSIFICATION OF RECIPIENT QBE 100	PROFESSIONAL CODE 200	300	400	500	600	700	800	TOTAL
APPLING COUNTY	73	5	4	1	4				87
ATKINSON COUNTY	40								40
BACON COUNTY	24		1	5	3		1		34
BAKER COUNTY	4			1	2				7
BALDWIN COUNTY	54	2	5		7			8	76
BANKS COUNTY	22								22
BARROW COUNTY	54		7	1	2		2	5	71
BARTOW COUNTY	76	1	13	7	8			20	125
BEN HILL COUNTY	12		1		1				14
BERRIEN COUNTY	41	2	3		1			6	53
BIBB COUNTY	375	51	40		8				474
BLECKLEY COUNTY	14		3						17
BRANTLEY COUNTY	21		3	1	2			1	28
BROOKS COUNTY	34	1	2	1	4			5	47
BRYAN COUNTY	42		2	1	4			3	52
BULLOCH COUNTY	62	3	19	1	10			2	97
BURKE COUNTY	64	1	6		8		5	2	86
BUTTS COUNTY	37		5	3	5			1	51
CALHOUN COUNTY	42		4	1	6			3	56
CAMDEN COUNTY	28	1	5		4				38
CANDLER COUNTY	37	2		1	4				44
CARROLL COUNTY	143	17	1						161
CATOOSA COUNTY	145	1	4	4	20				174
CHARLTON COUNTY	23		9		1				33
CHATHAM COUNTY	126	4	10	6	34			10	190
CHATTAHOOCHEE COUNTY	5				3				8
CHATTOOGA COUNTY*	48	1			3				52
CHEROKEE COUNTY	199	3							202
CLARKE COUNTY	100	3	10	5	13			5	136
CLAY COUNTY	20		2						22
CLAYTON COUNTY	414	3	7	12	40				476
CLINCH COUNTY	16		2		2				20
COBB COUNTY	812	28	81	100	100		12	51	1184
COFFEE COUNTY	95	16							111
COLQUITT COUNTY	295	7	16	15	32				365
COLUMBIA COUNTY	103	1	6	3	7				120
COOK COUNTY	35	4	3		7			2	51
COWETA COUNTY	108		12	2	16			5	143
CRAWFORD COUNTY	5								5
CRISP COUNTY	138		34	1	8			1	182
DADE COUNTY	17	2	1	1	3			2	26
DAWSON COUNTY	25	1	5	5	5				41
DECATUR COUNTY	162	4	17	8	14			5	210
DEKALB COUNTY	932	146	25	8	23		2	71	1207
DODGE COUNTY	60	3	6		4				73

SCHOOL SYSTEM	100	200	300	400	500	600	700	800	TOTAL
DOOLY COUNTY	27		3		3		1	3	37
DOUGHERTY COUNTY	195	2	23	4	18		4	6	252
DOUGLAS COUNTY	165	7	13	5	14		1		205
EARLY COUNTY	119	4	7		13		3	6	152
ECHOLS COUNTY	4							3	7
EFFINGHAM COUNTY	41	3	10		10			4	68
ELBERT COUNTY	32		5		6				43
EMANUEL COUNTY	49		1		4				54
EVANS COUNTY	25		3	3	3				34
FANNIN COUNTY	44		3		2				49
FAYETTE COUNTY	124		1	4	8				137
FLOYD COUNTY	164	4	4	4	10		2	16	204
FORSYTH COUNTY	130	3							133
FRANKLIN COUNTY	33		5	1	3			4	46
FULTON COUNTY	476		16	5	34				531
GILMER COUNTY	28		2		5				35
GLASCOCK COUNTY	4								4
GLYNN COUNTY	282	3	5	6	17				313
GORDON COUNTY	63	2	10		12			2	89
GRADY COUNTY	88	3	11		9		2	1	114
GREENE COUNTY	30		3		2				35
GWINNETT COUNTY	848	10	97	31	27				1013
HABERSHAM COUNTY	83		18	6	6			1	114
HALL COUNTY	132		15	2	14		1		164
HANCOCK COUNTY	18		2		3				23
HARALSON COUNTY	33		2		4			3	42
HARRIS COUNTY	34		5		4				43
HART COUNTY	54	2	4	2	8			4	74
HEARD COUNTY	4	1	1		3			1	10
HENRY COUNTY	43	3	3	1	8		1	11	70
HOUSTON COUNTY	108		25	6	10				149
IRWIN COUNTY	23		1		2				26
JACKSON COUNTY	71		5	2	1				79
JASPER COUNTY	6		2		5			3	16
JEFF DAVIS COUNTY	27				2				29
JEFFERSON COUNTY	108	1	4		12		1	4	130
JENKINS COUNTY	16		7	1	6				30
JOHNSON COUNTY	24		3		2				29
JONES COUNTY	34	1	5	1	1				42
LAMAR COUNTY	29	1	3	1	1			5	40
LANIER COUNTY	15		1	1	3				20
LAURENS COUNTY	87	1	8	3	6				105
LEE COUNTY	92	1	8	4	3		1	4	113
LIBERTY COUNTY	51	2	7	1	10			1	72
LINCOLN COUNTY	10		2		1			1	14
LONG COUNTY	14		1	1	1				17
LOWNDES COUNTY	100	2	16		14				132
LUMPKIN COUNTY	21		2		3				26
MACON COUNTY	39								39
MADISON COUNTY	49		6	4	9			3	71
MARION COUNTY	26	1			2			4	33

SCHOOL SYSTEM	100	200	300	400	500	600	700	800	TOTAL
MCDUFFIE COUNTY	52				2				54
MCINTOSH COUNTY	35	2	1		1			1	40
MERIWETHER COUNTY	48	1	7		11			3	70
MILLER COUNTY	1	1	7					3	12
MITCHELL COUNTY	31	1			5			2	39
MONROE COUNTY	14		1	1	1		1	4	22
MONTGOMERY COUNTY	12	1	2		1				16
MORGAN COUNTY	17	3	2	4	6				32
MURRAY COUNTY	85	2	13	5	8			4	117
MUSCOGEE COUNTY	656	6	38	12	58		2	9	781
NEWTON COUNTY	105	4	5	2	12				128
OCONEE COUNTY	124		5		3			1	133
OGLETHORPE COUNTY	12	2	2		3			4	23
PAULDING COUNTY	80	2	9	6	10		2	5	114
PEACH COUNTY	93	2		1	4				100
PICKENS COUNTY	25	1	2		1			2	31
PIERCE COUNTY	27		3		3			2	35
PIKE COUNTY	15		1		3				19
POLK COUNTY	99	4	6		11				120
PULASKI COUNTY*	15	2	1		2				20
PUTNAM COUNTY	19		4		1				24
QUITMAN COUNTY	13				1				14
RABUN COUNTY	35				2				37
RANDOLPH COUNTY	33		1		5			2	41
RICHMOND COUNTY	376	13	60	1	27		1	29	507
ROCKDALE COUNTY	197	4	22	3	16			3	245
SCHLEY COUNTY	11		1						12
SCREVEN COUNTY	99	1	3		6		1	4	114
SEMINOLE COUNTY	91	2	15	1	13			1	123
SPALDING COUNTY	186		1	8	6		3	6	210
STEPHENS COUNTY	27			2	2			3	34
STEWART COUNTY	4		1		3				8
SUMTER COUNTY	31		4	1	4				40
TALBOT COUNTY	13				2				15
TALIAFERRO COUNTY	3								3
TATTNALL COUNTY	36		2	3	3			2	46
TAYLOR COUNTY	28		3		1			6	38
TELFAIR COUNTY	36		3		5				44
TERRELL COUNTY	66	2	9	1	2			4	84
THOMAS COUNTY	71		5	1	14			4	95
TIFT COUNTY	193	2	6	3	25			12	241
TOOMBS COUNTY	38				1			3	42
TOWNS COUNTY	4				1			2	7
TREUTLEN COUNTY*	11		3						14
TROUP COUNTY	65	1	21		9			2	98
TURNER COUNTY	28	1						3	32
TWIGGS COUNTY	20				2				22
UNION COUNTY	32	1	3		3			9	48
UPSON COUNTY*	56	1	7	1	4			5	74
WALKER COUNTY	102	8	11	2	31			8	162
WALTON COUNTY	93	5	11	2	10		1	7	129

SCHOOL SYSTEM	100	200	300	400	500	600	700	800	TOTAL
WARE COUNTY	41	1	1	1	10				54
WARREN COUNTY	10				2				12
WASHINGTON COUNTY	33		13		2				48
WAYNE COUNTY	30		8		5			2	45
WEBSTER COUNTY	1		1						2
WHEELER COUNTY	10		1						11
WHITE COUNTY	11				2				13
WHITFIELD COUNTY	100	1	8	10	22		2	11	154
WILCOX COUNTY	15				3				18
WILKES COUNTY	64		2		3			2	71
WILKINSON COUNTY	33	1	9	2	3		1	2	51
WORTH COUNTY	69	2	3	4	8				86
AMERICUS CITY	42			1			1		44
ATLANTA CITY	1465	44	193	19	111		2	4	1838
BREMEN CITY	44	1	1	1	7				54
BUFORD CITY	19	1	1		1				22
CALHOUN CITY	50		1	2	7			3	63
CARROLLTON CITY	47		2	1	9			3	62
CARTERSVILLE CITY	88	15							103
CHICKAMAUGA CITY	6		1		2			3	12
COMMERCE CITY	28	3	2						33
DALTON CITY	60	3	17	1	12			4	97
DECATUR CITY	54				3			6	63
DUBLIN CITY*	50	4	3		2				59
FITZGERALD CITY	24	1						1	26
GAINSVILLE CITY	55	2	2	3	3				65
HOGANSVILLE CITY*	9	1			2				12
JEFFERSON CITY	28		2						30
LAGRANGE CITY	45	2	4		11			3	65
MARIETTA CITY	83			2	14				99
PELHAM CITY	39		2		1				42
ROME CITY	99	11	3						113
SOCIAL CIRCLE CITY	26		4		2			5	37
THOMASTON CITY	11		3		5				19
THOMASVILLE CITY	59		4		4				67
TRION CITY	31		3						34
VALDOSTA CITY	98	1	18	3	8		1	5	134
VIDALIA CITY	71	2	1		2				76
WAYCROSS CITY	39		1		6			1	47
	16154	541	1367	403	1378	0	57	508	20408
SYSTEMS REPORTING	186	93	150	82	160	0	27	89	
SYSTEMS NOT REPORTING	0	93	36	104	26	186	159	97	
PERSONNEL IN THIS CATEGORY									

100 Regular Instructional
200 Student Services
300 Administrative and Supervisory
400 Instructional Specialist
500 Special Education
600 Superintendent
700 Vocational Instructional 6-8
800 Vocational Instructional 9-12

* based on preliminary report

APPENDIX M

COLLEGE AND/OR SDU ACTIVITIES BY SCHOOL SYSTEM

SCHOOL SYSTEM	NUMBER OF ACTIVITIES COLLEGE	SDU	TOTAL	NUMBER OF CREDITS COLLEGE	SDU	TOTAL
APPLING COUNTY	3	84	87	25	251	276
ATKINSON COUNTY	11	29	40	55	47	102
BACON COUNTY	32	2	34	159	6	165
BAKER COUNTY	7		7	35	359	394
BALDWIN COUNTY	50	26	76	249	120	369
BANKS COUNTY	21	1	22	105	5	110
BARROW COUNTY	60	11	71	333	45	378
BARTOW COUNTY	51	74	125	256	278	534
BEN HILL COUNTY	14	1	15	70	5	75
BERRIEN COUNTY	20	43	63	100	106	206
BIBB COUNTY	7	467	474	70	1476	1546
BLECKLEY COUNTY	20	2	22	115	10	125
BRANTLEY COUNTY	24	4	28	140	22	162
BROOKS COUNTY	45	3	48	195	12	207
BRYAN COUNTY	27	34	61	135	122	257
BULLOCH COUNTY	69	32	101	345	64	409
BURKE COUNTY	14	73	87	75	258	333
BUTTS COUNTY	9	42	51	45	119	164
CALHOUN COUNTY	5	51	56	25	54	79
CAMDEN COUNTY	58	18	76	95	850	945
CANDLER COUNTY	3	73	76	15	81	96
CARROLL COUNTY	63	103	166	340	529	869
CATOOSA COUNTY	65	210	275	329	211	540
CHARLTON COUNTY	24	12	36	120	16	136
CHATHAM COUNTY	110	103	213	571	504	1075
CHATTAHOOCHEE COUNTY	8		8	33		33
CHATTOOGA COUNTY*	15	46	61	74	148	222
CHEROKEE COUNTY	23	179	202	115	803	918
CLARKE COUNTY	91	45	136	455	222	677
CLAY COUNTY		22	22	31	286	317
CLAYTON COUNTY	110	369	479	571	1659	2230
CLINCH COUNTY	20		20	105		105
COBB COUNTY	426	830	1256	2138	4190	6328
COFFEE COUNTY	62	52	114	445	116	561
COLQUITT COUNTY	16	448	464	90	506	596
COLUMBIA COUNTY	46	92	138	255	474	729
COOK COUNTY	23	32	55	120	73	193
COWETA COUNTY	30	113	143	168	467	635
CRAWFORD COUNTY	11		11	53		53
CRISP COUNTY	26	158	184	130	499	629
DADE COUNTY	20	15	35	60	79	139
DAWSON COUNTY	9	32	41	45	160	205
DECATUR COUNTY	19	191	210	97	552	649
DEKALB COUNTY		1207	1207		4291	4291
DODGE COUNTY	8	67	75	40	2010	2050

SCHOOL SYSTEM	NUMBER OF ACTIVITIES COLLEGE	SDU	TOTAL	NUMBER OF CREDITS COLLEGE	SDU	TOTAL
DOOLY COUNTY	8	29	37	40	87	127
DOUGHERTY COUNTY	93	159	252	465	495	960
DOUGLAS COUNTY	104	184	288	560	368	928
EARLY COUNTY	10	164	174	55	235	290
ECHOLS COUNTY	4	3	7	20	7	27
EFFINGHAM COUNTY	56	12	68	285	64	349
ELBERT COUNTY	22	30	52	108	142	250
EMANUEL COUNTY	32	22	54	186	105	291
EVANS COUNTY	11	23	34	55	65	120
FANNIN COUNTY	27	36	63	135	37	172
FAYETTE COUNTY	80	57	137	440	295	735
FLOYD COUNTY	112	92	204	619	248	867
FORSYTH COUNTY	66	68	134	239	222	461
FRANKLIN COUNTY	38	8	46	188	28	216
FULTON COUNTY	48	483	531	240	2404	2644
GILMER COUNTY	10	25	35	50	125	175
GLASCOCK COUNTY	7		7	35		35
GLYNN COUNTY	31	392	423	160	476	636
GORDON COUNTY	50	39	89	238	88	326
GRADY COUNTY	22	92	114	104	273	377
GREENE COUNTY	14	21	35	70	103	173
GWINNETT COUNTY	5	1008	1013	22	3373	3395
HABERSHAM COUNTY	47	85	132	232	377	609
HALL COUNTY	15	149	164	90	738	828
HANCOCK COUNTY	23		23	111		111
HARALSON COUNTY	26	26	52	130	52	182
HARRIS COUNTY	14	29	43	85	143	228
HART COUNTY	35	39	74	175	51	226
HEARD COUNTY	22		22	95		95
HENRY COUNTY	102	19	121	510	90	600
HOUSTON COUNTY	171	43	214	853	131	984
IRWIN COUNTY	16	17	33	95	85	180
JACKSON COUNTY	4	75	79	20	205	225
JASPER COUNTY	10	6	16	55	31	86
JEFF DAVIS COUNTY	21	14	35	105	74	179
JEFFERSON COUNTY	29	101	130	77	150	227
JENKINS COUNTY	12	22	34	73	49	122
JOHNSON COUNTY	9	20	29	54	48	102
JONES COUNTY	13	33	46	65	161	226
LAMAR COUNTY	11	34	45	55	89	144
LANIER COUNTY	29	1	30	145	5	150
LAURENS COUNTY	32	73	105	163	278	441
LEE COUNTY	10	103	113	65	358	423
LIBERTY COUNTY	60	31	91	320	155	475
LINCOLN COUNTY	15	3	18	80	15	95
LONG COUNTY	6	38	44	30	121	151
LOWNDES COUNTY	23	109	132	120	271	391
LUMPKIN COUNTY	8	22	30	35	110	145
MACON COUNTY	39	2	41	189	9	198
MADISON COUNTY	11	60	71	55	190	245
MARION COUNTY	10	23	33	50	101	151

SCHOOL SYSTEM	NUMBER OF ACTIVITIES COLLEGE	SDU	TOTAL	NUMBER OF CREDITS COLLEGE	SDU	TOTAL
MCDUFFIE COUNTY	20	35	55	100	175	275
MCINTOSH COUNTY	1	39	40	5	126	131
MERIWETHER COUNTY	37	44	81	154	140	294
MILLER COUNTY	8	5	13	45	35	80
MITCHELL COUNTY	34	16	50	131	75	206
MONROE COUNTY	42	1	43	206	4	210
MONTGOMERY COUNTY	15	3	18	64	15	79
MORGAN COUNTY	8	24	32	45	120	165
MURRAY COUNTY	22	95	117	111	326	437
MUSCOGEE COUNTY	34	984	1018	165	1796	1961
NEWTON COUNTY	44	84	128	230	294	524
OCONEE COUNTY	1	132	133	5	205	210
OGLETHORPE COUNTY	13	16	29	60	48	108
PAULDING COUNTY	27	87	114	135	354	489
PEACH COUNTY	11	89	100	59	154	213
PICKENS COUNTY	35	9	44	170	45	215
PIERCE COUNTY	26	11	37	130	52	182
PIKE COUNTY	19	7	26	95	35	130
POLK COUNTY	93	28	121	495	99	594
PULASKI COUNTY*	5	18	23	35	77	112
PUTNAM COUNTY		24	24		116	116
QUITMAN COUNTY		14	14		14	14
RABUN COUNTY	27	10	37	108	30	138
RANDOLPH COUNTY	4	37	41	25	101	126
RICHMOND COUNTY	292	226	518	1363	724	2087
ROCKDALE COUNTY	3	242	245	30	642	672
SCHLEY COUNTY	1	11	12	5	22	27
SCREVEN COUNTY	14	100	114	90	187	277
SEMINOLE COUNTY	13	110	123	65	108	173
SPALDING COUNTY	81	160	241	405	255	660
STEPHENS COUNTY	42	12	54	210	56	266
STEWART COUNTY	9	2	11	45	20	65
SUMTER COUNTY		40	40		119	119
TALBOT COUNTY	3	12	15	15	64	79
TALIAFERRO COUNTY		3	3		12	12
TATTNALL COUNTY	18	31	49	95	112	207
TAYLOR COUNTY	7	32	39	42	74	116
TELFAIR COUNTY	19	25	44	19	26	45
TERRELL COUNTY	8	78	86	40	110	150
THOMAS COUNTY	48	62	110	304	240	544
TIFT COUNTY	24	217	241	125	536	661
TOOMBS COUNTY	1	41	42	15	141	156
TOWNS COUNTY	14	3	17	70	7	77
TREUTLEN COUNTY*	16	2	18	90	10	100
TROUP COUNTY	31	67	98	152	162	314
TURNER COUNTY	29	3	32	142	15	157
TWIGGS COUNTY	21	1	22	125	5	130
UNION COUNTY	10	55	65	55	276	331
UPSON COUNTY*	47	50	97	237	90	327
WALKER COUNTY	95	67	162	475	203	678
WALTON COUNTY	53	76	129	263	169	432

SCHOOL SYSTEM	NUMBER OF ACTIVITIES COLLEGE	SDU	TOTAL	NUMBER OF CREDITS COLLEGE	SDU	TOTAL
WARE COUNTY	32	27	59	180	79	259
WARREN COUNTY	9	6	15	45	26	71
WASHINGTON COUNTY	1	47	48	5	927	932
WAYNE COUNTY	15	38	53	60	204	264
WEBSTER COUNTY	2	1	3	10	2	12
WHEELER COUNTY	10	1	11	75	3	78
WHITE COUNTY	33		33	165		165
WHITFIELD COUNTY	41	125	166	206	447	653
WILCOX COUNTY	27		27	133		133
WILKES COUNTY	24	47	71	102	46	148
WILKINSON COUNTY	6	45	51	61	184	245
WORTH COUNTY	19	67	86	95	138	233
AMERICUS CITY	32	12	44	196	60	256
ATLANTA CITY	2	1836	1838	6	4100	4106
BREMEN CITY	5	49	54	23	72	95
BUFORD CITY	15	7	22	75	6	81
CALHOUN CITY	9	65	74	45	186	231
CARROLLTON CITY	17	52	69	47	153	200
CARTERSVILLE CITY	10	93	103	55	106	161
CHICKAMAUGA CITY	15	4	19	75	16	91
COMMERCE CITY	5	30	35	35	38	73
DALTON CITY	14	83	97	70	312	382
DECATUR CITY	62	1	63	315	5	320
DUBLIN CITY*	18	41	59	90	155	245
FITZGERALD CITY	15	11	26	75	55	130
GAINSVILLE CITY	23	42	65	120	199	319
HOGANSVILLE CITY*	14		14	85		85
JEFFERSON CITY		30	30		88	88
LAGRANGE CITY	12	54	66	59	239	298
MARIETTA CITY	26	73	99	124	247	371
PELHAM CITY	25	19	44	126	95	221
ROME CITY	4	110	114	20	289	309
SOCIAL CIRCLE CITY	1	36	37	5	63	68
THOMASTON CITY	10	12	22	50	57	107
THOMASVILLE CITY	32	46	78	163	100	263
TRION CITY	4	30	34	25	69	94
VALDOSTA CITY	33	101	134	165	381	546
VIDALIA CITY		76	76	250	1998	2248
WAYCROSS CITY	26	21	47	130	101	231
	5521	16398	21919	28089	55479	83568
SYSTEMS REPORTING	178	176				
SYSTEMS NOT REPORTING COURSES/ACTIVITIES	8	10				

* based on preliminary report

APPENDIX N

AREA OF IDENTIFIED NEED BY SCHOOL SYSTEM

SCHOOL SYSTEM	AREA OF IDENTIFIED NEED								
	INDIVIDUAL				INSTRUCTIONAL				
	I	R	E		G	S	RE	IS	TOTALS
APPLING COUNTY	60	1		.	26				87
ATKINSON COUNTY	2			.	38				40
BACON COUNTY	19	10	5	.					34
BAKER COUNTY	3			.		3	1		7
BALDWIN COUNTY	20	11	33	.	12				76
BANKS COUNTY	7	14		.				1	22
BARROW COUNTY	12	6	10	.	26	11	2	4	71
BARTOW COUNTY	48		50	.	27				125
BEN HILL COUNTY	1			.	14				15
BERRIEN COUNTY	63			.					63
BIBB COUNTY		1		.	158	7	16	292	474
BLECKLEY COUNTY	13	9		.					22
BRANTLEY COUNTY	13	3	1	.	10		1		28
BROOKS COUNTY	15	1	29	.	3				48
BRYAN COUNTY	11	5	15	.	29	1			61
BULLOCH COUNTY	12	5	23	.	24	4		33	101
BURKE COUNTY	15	17		.	33	4		18	87
BUTTS COUNTY	18			.	33				51
CALHOUN COUNTY				.	51	2		3	56
CAMDEN COUNTY	35		23	.	16	2			76
CANDLER COUNTY	3			.	69	4			76
CARROLL COUNTY	60	9	59	.	35	3			166
CATOOSA COUNTY	49	28	107	.	77	10	2	2	275
CHARLTON COUNTY	18		5	.	13				36
CHATHAM COUNTY	60	5	56	.	4			88	213
CHATTAHOOCHEE COUNTY	4			.	4				8
CHATTOOGA COUNTY*	6	6		.	42	7			61
CHEROKEE COUNTY	79	6	19	.	98				202
CLARKE COUNTY	38	2	71	.	25				136
CLAY COUNTY	1			.	21				22
CLAYTON COUNTY	57	107		.	148	3	65	99	479
CLINCH COUNTY	9	4		.	5	2			20
COBB COUNTY	115	20	127	.	943	35	14	2	1256
COFFEE COUNTY	29	25		.	31	3	2	24	114
COLQUITT COUNTY	24			.	386	35		19	464
COLUMBIA COUNTY	43	16	13	.	39	1	2	24	138
COOK COUNTY	22	10	8	.	11	2	2		55
COWETA COUNTY	11	25		.	90	11		6	143
CRAWFORD COUNTY		4		.	7				11
CRISP COUNTY	19	3		.	131	2		29	184
DADE COUNTY	7	9	5	.				14	35
DAWSON COUNTY	10			.	27	3		1	41
DECATUR COUNTY				.	210				210
DEKALB COUNTY	394		16	.	248	37	142	370	1207
DODGE COUNTY	19	56		.					75

SCHOOL SYSTEM	I	R	E	G	S	RE	IS	TOTALS
DOOLY COUNTY	1	2		20	3	8	3	37
DOUGHERTY COUNTY	56	7	8	158	7	2	14	252
DOUGLAS COUNTY	120	10		154		4		288
EARLY COUNTY	8	1		145	1	19		174
ECHOLS COUNTY			3		4			7
EFFINGHAM COUNTY	54	14						68
ELBERT COUNTY	16			34	2			52
EMANUEL COUNTY	45	3	6					54
EVANS COUNTY	4		7	23				34
FANNIN COUNTY	28			35				63
FAYETTE COUNTY	45	6	25	61				137
FLOYD COUNTY				188	10		6	204
FORSYTH COUNTY	17		76				41	134
FRANKLIN COUNTY	12	2	5	26	1			46
FULTON COUNTY	201	14		29		276	11	531
GILMER COUNTY	8			3		2	22	35
GLASCOCK COUNTY		7						7
GLYNN COUNTY	10	83		330				423
GORDON COUNTY	21			58	10			89
GRADY COUNTY	4	8	9	83	2		8	114
GREENE COUNTY	5	3		27				35
GWINNETT COUNTY	33	28		919			33	1013
HABERSHAM COUNTY	34	30		51	1		16	132
HALL COUNTY	38	6		98	22			164
HANCOCK COUNTY		4		18	1			23
HARALSON COUNTY	25		1	23	1	2		52
HARRIS COUNTY	6	30	3				4	43
HART COUNTY	11	1	1	50	1	2	8	74
HEARD COUNTY				1	4		17	22
HENRY COUNTY	41	4		56	9		11	121
HOUSTON COUNTY	165	6		11			32	214
IRWIN COUNTY	3	1		10	1		18	33
JACKSON COUNTY				54			25	79
JASPER COUNTY	13	3						16
JEFF DAVIS COUNTY	1	22		12				35
JEFFERSON COUNTY	21	64	17	17	11			130
JENKINS COUNTY	6	8		16	4			34
JOHNSON COUNTY	6	7	8	2	4		2	29
JONES COUNTY	15			31				46
LAMAR COUNTY	13	1	4	27				45
LANIER COUNTY	23				7			30
LAURENS COUNTY	42	4	5	1			53	105
LEE COUNTY	7	19		22	1		64	113
LIBERTY COUNTY	29	3	22		9		28	91
LINCOLN COUNTY	9	1		8				18
LONG COUNTY	3			41				44
LOWNDES COUNTY	81	51						132
LUMPKIN COUNTY	9			20	1			30
MACON COUNTY	6		2	15			18	41
MADISON COUNTY	16	8	4	34	4		5	71
MARION COUNTY	17			16				33

SCHOOL SYSTEM	I	R	E	G	S	RE	IS	TOTALS
MCDUFFIE COUNTY	4	5		.	45	1		
MCINTOSH COUNTY	2	8		.	17			13
MERIWETHER COUNTY	6	8	45	.	13	8		1
MILLER COUNTY		1		.	12			
MITCHELL COUNTY	3	6	15	.	13	9		4
MONROE COUNTY	19		13	.	8			3
MONTGOMERY COUNTY	6			.	11	1		
MORGAN COUNTY	2	1		.	16	4		9
MURRAY COUNTY	13		17	.	69	3		15
MUSCOGEE COUNTY	95	63	180	.	299	1		380
NEWTON COUNTY	29	17	6	.	37			39
OCONEE COUNTY	11	2		.	117	2		1
OGLETHORPE COUNTY				.		10		19
PAULDING COUNTY	38	6	28	.	38	1	3	
PEACH COUNTY	15	10		.	2			73
PICKENS COUNTY	9		32	.	3			
PIERCE COUNTY	13	4	16	.	1		1	2
PIKE COUNTY	11	2		.				13
POLK COUNTY	4	83	7	.	10	5		12
PULASKI COUNTY*	6			.	6	2		9
PUTNAM COUNTY	1	22		.		1		
QUITMAN COUNTY				.		14		
RABUN COUNTY	16		1	.	12	1	2	5
RANDOLPH COUNTY	26	12		.	2	1		
RICHMOND COUNTY	183	28	35	.	171	15	23	63
ROCKDALE COUNTY	109		9	.	51			76
SCHLEY COUNTY	1			.	11			
SCREVEN COUNTY	29	21	3	.	61			
SEMINOLE COUNTY	9	4		.	110			
SPALDING COUNTY	234			.	7			
STEPHENS COUNTY	19	8	27	.				
STEWART COUNTY	9	2		.				
SUMTER COUNTY				.				40
TALBOT COUNTY	0	0	3	.	2		0	10
TALIAFERRO COUNTY				.	3			
TATTNALL COUNTY	12	2		.	28	2	4	1
TAYLOR COUNTY	19			.	20			
TELFAIR COUNTY	11	10		.	20			3
TERRELL COUNTY	25			.			13	48
THOMAS COUNTY	25	11	48	.	26			
TIFT COUNTY	49			.	98	15	39	40
TOOMBS COUNTY	5			.	31			6
TOWNS COUNTY	12			.	5			
TREUTLEN COUNTY*	3	15		.				
TROUP COUNTY	23	3	19	.	48	1		4
TURNER COUNTY	28	1	1	.				2
TWIGGS COUNTY	8			.				14
UNION COUNTY	10	1		.	54			
UPSON COUNTY*	43			.	45			9
WALKER COUNTY	13		45	.	34	59	3	8
WALTON COUNTY	16	58	2	.	15	22		16

SCHOOL SYSTEM	I	R	E	G	S	RE	IS	TOTALS
WARE COUNTY	16	2	18	22			1	59
WARREN COUNTY		4		10	1			15
WASHINGTON COUNTY	16	32						48
WAYNE COUNTY	16			1			36	53
WEBSTER COUNTY		1		2				3
WHEELER COUNTY	5					6		11
WHITE COUNTY	25	8						33
WHITFIELD COUNTY	78	22		54	8	4		166
WILCOX COUNTY	14		13					27
WILKES COUNTY	16	2		53				71
WILKINSON COUNTY	23	28						51
WORTH COUNTY	10		9	67				86
AMERICUS CITY	27			16	1			44
ATLANTA CITY	130					67	1641	1838
BREMEN CITY	2	1		50	1			54
BUFORD CITY	7			14			1	22
CALHOUN CITY	5	9		55	5			74
CARROLLTON CITY	7	5	4	29	5	2	17	69
CARTERSVILLE CITY	10	7	1	85				103
CHICKAMAUGA CITY	7	4	4	4				19
COMMERCE CITY	4			28	3			35
DALTON CITY	41			37	6		13	97
DECATUR CITY	30			30			3	63
DUBLIN CITY*	9	26	10	13	1			59
FITZGERALD CITY	4	2		20				26
GAINSVILLE CITY	7	1	6	14	19	18		65
HOGANSVILLE CITY*	7	6		1				14
JEFFERSON CITY				30				30
LAGRANGE CITY	27	6	3	11			19	66
MARIETTA COUNTY	10		24				65	99
PELHAM CITY				44				44
ROME CITY	28	2		37			47	114
SOCIAL CIRCLE CITY	17	1		18	1			37
THOMASTON CITY	9	2		8	2	1		22
THOMASVILLE CITY	18	2	28	21	2	6	1	78
TRION CITY	2			29	3			34
VALDOSTA CITY	79	8		40		1	6	134
VIDALIA CITY	15	4		54	3			76
WAYCROSS CITY	8	7	32					47
	4725	1485	1585	8559	552	757	4256	21919
SYSTEMS REPORTING	167	118	71	150	85	36	83	
SYSTEMS NOT REPORTING	19	68	115	36	101	150	103	

COURSES/ACTIVITIES IN THIS CATEGORY

* based on preliminary report

I Induction
R Remediation
E Enhancement
G General Education
S Special Education
RE Remedial Education
IS Instructional Support

APPENDIX O

CLASSIFICATION OF COLLEGE OR SDU ACTIVITY BY SCHOOL SYSTEM

SCHOOL SYSTEM	CT D0	LA D1	SX D2	SO D3	IF D4	IN D5	CO D6	AT D7	IM D8	ON DY D9	TOTAL
APPLING		29				58					87
ATKINSON			21		1	6		11	1		40
BACON	2		3	1		25			3		34
BAKER			1		1	2			3		7
BALDWIN			18			53			3	2	76
BANKS			14	2		3		2	1		22
BARROW		1	16	3	5	17	1	5	13	10	71
BARTOW	1		7	2	14	74	5	1	4	17	125
BEN HILL			13			1			1		15
BERRIEN		1		6	3	48				5	63
BIBB	48					385			7	34	474
BLECKLEY		1	5	4		10	1		1		22
BRANTLEY						28					28
BROOKS		8	7	6	1	11	2	3	5	5	48
BRYAN		13	14	1	3	16		3	1	10	61
BULLOCH	1	4	3	5	7	60		2	10	9	101
BURKE			2		1	59	18		5	2	87
BUTTS	2		26	7	1	11			4		51
CALHOUN		2	1			50			2	1	56
CAMDEN		17	3	5	1	19		7	11	13	76
CANDLER			2			64		1	2	7	76
CARROLL		30	42	2	10	58	4	12	8		166
CATOOSA	25	26	8	6	9	99	46	42	10	4	275
CHARLTON	1	6	5	1		20	1		2		36
CHATHAM	2	1	15	6	69	76	3	8	20	13	213
CHATTAHOOCHEE		1	3			3				1	8
CHATTOOGA*			17	1	8	22		3	10		61
CHEROKEE		1	56	54	7	73			4	7	202
CLARKE	2		19	8	7	55	3	25	9	8	136
CLAY			21			1					22
CLAYTON	1	58	70	23	43	225	38		3	18	479
CLINCH						20					20
COBB	66	14	72	80	118	674	36	60	68	68	1256
COFFEE	1	7	38	1	13	43	4	2	5		114
COLQUITT	28			4	4	357	4	17	4	46	464
COLUMBIA	9	10	3	16	22	44	2	2	2	28	138
COOK		6	29				2	4	11	3	55
COWETA	3	25	4	4	4	88	1		10	4	143
CRAWFORD			5	3	1			2			11
CRISP			62	29		42	21	25	1	4	184
DADE	2		2	3	1		15	2	9	1	35
DAWSON		2	1	1		11	24			2	41
DECATUR	26	1	20	2	1	105	11	2	1	41	210
DEKALB		71	198	4	157	497	124		13	143	1207
DODGE			1	2		69		1		2	75

SCHOOL SYSTEM	D0	D1	D2	D3	D4	D5	D6	D7	D8	D9	TOTAL
DOOLY		2				3			6	26	37
DOUGHERTY	1	43	26	21	17	103	7	3	8	23	252
DOUGLAS	2	5	56	13	7	123	4	20	1	57	288
EARLY	26		11	5	15	113	1	1	2		174
ECHOLS									4	3	7
EFFINGHAM		2	3	4	3	38		5	8	5	68
ELBERT			34	2		10			4	2	52
EMANUEL	1		2	11		31			6	3	54
EVANS	2		3			28				1	34
FANNIN		8	3		1	50				1	63
FAYETTE	5		30	9	59	17		5	6	6	137
FLOYD	2	34	9	7	6	39	11	9	5	82	204
FORSYTH	7	3	14	14	13	33	2	14	4	30	134
FRANKLIN	1	2	22	5	2	6		1	2	5	46
FULTON	16	7	3	10	28	377	45		28	17	531
GILMER		22	3	1	1	2		2	4		35
GLASCOCK		1	1	2		3					7
GLYNN			199	16		176		29		3	423
GORDON		4	55	3	1		1		14	11	89
GRADY		22	3	7	2	28	17	8	5	22	114
GREENE	1			3	1	26	1	1	2		35
GWINNETT		12	41			749	113	34		64	1013
HABERSHAM	4	2	8	7	2	27	7	2	5	68	132
HALL			22	21		86			35		164
HANCOCK						18			1	4	23
HARALSON		2	8	4	2	30			3	3	52
HARRIS		12	2	2		22		3	1	1	43
HART		2			1	66			2	3	74
HEARD		5	2	2		3	1		7	2	22
HENRY		4	5	11	14	46	3	13	8	17	121
HOUSTON	5	13	31	21	13	111	7	13			214
IRWIN	2		1	2		5		6	16	1	33
JACKSON			52	1		20		1	5		79
JASPER	1					5		2	5	3	16
JEFF DAVIS			1	4	1	19	1	1		8	35
JEFFERSON		3	40	1	1	75			10		130
JENKINS				1	2	12	1		3	15	34
JOHNSON		1	3	1		15	1	6	1	1	29
JONES			7	1	1	32	1	4			46
LAMAR	1		19	1	2	16	2		2	2	45
LANIER		1	11	1	1	2	2	2	10		30
LAURENS	1		32	3	4	37				28	105
LEE				3	1	104				5	113
LIBERTY	1	9	2			51		8	6	14	91
LINCOLN		4	1	7		2	1		3		18
LONG			17	1	18	5			3		44
LOWNDES	2	2				104			5	19	132
LUMPKIN		2				6		21		1	30
MACON	3		3	1	3	19	1	2	3	6	41
MADISON		4	1			59		1	3	3	71
MARION	2	1	18		1	9				2	33

SCHOOL SYSTEM	D0	D1	D2	D3	D4	D5	D6	D7	D8	D9	TOTAL
MCDUFFIE						53				2	55
MCINTOSH			13		18	8				1	40
MERIWETHER	1	26	6	4	6	8	2	3	11	14	81
MILLER			1			8				4	13
MITCHELL	2	1	15	12	2	4	1	2	9	2	50
MONROE	3	4	10			11	2	2	3	8	43
MONTGOMERY	1		1	4	4	4		1	1	2	18
MORGAN		9	3	1		7	4	3	4	1	32
MURRAY		1	2	30	1	79			2	2	117
MUSCOGEE		56	102	19	26	650	9	27	94	35	1018
NEWTON	1	3	3	2	39	73		4	2	1	128
OCONEE			31		21	54	14	7	6		133
OGLETHORPE				3		16			10		29
PAULDING		4	16	3		83	1			7	114
PEACH			3		75	16			2	4	100
PICKENS	6	1	6	2	3	20	2	2	1	1	44
PIERCE	1	2	14	1	8	3	1		4	3	37
PIKE		6	2	2	2	5		3	6		26
POLK	1	16	14	10	6	29	11	8	7	19	121
PULASKI*		4		1	1	10	2		1	4	23
PUTNAM			1			2			21		24
QUITMAN									14		14
RABUN		2		2	4	21	1	5	2		37
RANDOLPH			1		20	16		1	1	2	41
RICHMOND	4	9	30	5	27	357	1	5	22	58	518
ROCKDALE					45	196			1	3	245
SCHLEY			9			3					12
SCREVEN			55	2	1	47		3	2	4	114
SEMINOLE		61	57			1			4		123
SPALDING			39		151	43				8	241
STEPHENS		3	10		2	24	1	2	9	3	54
STEWART			2			3			4	2	11
SUMTER						40					40
TALBOT			1		1	1				12	15
TALIAFERRO						3					3
TATTNALL	1	1	19	1	1	19		4	1	2	49
TAYLOR			7	2		6				24	39
TELFAIR		1				42				1	44
TERRELL			39	1	2	38	6				86
THOMAS	3		2	4	3	54	22	7	12	3	110
TIFT			34			179		13	15		241
TOOMBS			8			34					42
TOWNS		1		2	4	4			3	3	17
TREUTLEN*				3	1	9	2	2	1		18
TROUP		10	29	1	6	40	1	4	3	4	98
TURNER	1	1	7	3	6	6		2	2	4	32
TWIGGS			18			1	1		1	1	22
UNION	15		1			17			3	29	65
UPSON*		3	9	32	1	39		2	6	5	97
WALKER	3	27	11	4	3	20	5	9	60	20	162
WALTON	2	13	11	54	4	17		5	8	15	129

SCHOOL SYSTEM	D0	D1	D2	D3	D4	D5	D6	D7	D8	D9	TOTAL
WARE			14	4	1	27	4	1	5	3	59
WARREN	3		4			2		4	1	1	15
WASHINGTON		1				47					48
WAYNE		1		2		43			3	4	53
WEBSTER						3					3
WHEELER		1		1	6	1			1	1	11
WHITE	1	4			4	2	1	1	20		33
WHITFIELD	1		6	19	5	118		7	5	5	166
WILCOX		1		6	1	7	1	7	3	1	27
WILKES			24	7	20	4		13	1	2	71
WILKINSON	1	9	3		6	23			2	7	51
WORTH	2		3	1	1	74			2	3	86
AMERICUS CITY	3	2	5	15	7	8	2		1	1	44
ATLANTA CITY		61	39	27	69	1563			29	50	1838
BREMEN CITY		1		21	18				2	12	54
BUFORD CITY			6					15		1	22
CALHOUN CITY			54			9		2	5	4	74
CARROLLTON CITY		16	9	6		13		11	8	6	69
CARTERSVILLE CITY			28	1	1	36	2		6	29	103
CHICKAMAUGA CITY			4	2		6	2		2	3	19
COMMERCE CITY	28								7		35
DALTON CITY	1	1	44	1		42	1		3	4	97
DECATUR CITY		2	7	2	1	23	1	7	1	19	63
DUBLIN CITY*	2	4	6		3	20	16	1	3	4	59
FITZGERALD CITY			3	1	1	12		8	1		26
GAINSVILLE CITY	5	5	5	3	7		1		34	5	65
HOGANSVILLE*	1		5	1	1	2			2	2	14
JEFFERSON CITY		11	6			13					30
LAGRANGE CITY	1	2	7		3	49		1	1	2	66
MARIETTA CITY	3	5	7	2	61	13		5	2	1	99
PELHAM CITY	3		21	2	3	11			1	3	44
ROME CITY			2	2	6	33	3	28		40	114
SOCIAL CIRCLE CITY				37							37
THOMASTON CITY	2	1	1	2	3	9	0	3	1		22
THOMASVILLE CITY		7	21	3	4	21	3	7	2	10	78
TRION CITY	13	1	13				4		3		34
VALDOSTA CITY	1		11	2	1	82	3	26	1	7	134
VIDALIA CITY			5			38				33	76
WAYCROSS CITY						44			3		47
TOTALS	422	970	2656	901	1462	11364	729	732	1032	1651	21919
SYSTEMS REPORTING	70	99	149	122	113	174	79	95	145	134	
SYSTEMS NOT REPORTING COURSES/ACTIVITIES IN THIS CATEGORY	116	87	37	64	73	12	107	91	41	52	

* based on preliminary report

D0 Arts, Visual and Performing
D1 Guidance, Counseling, Supportive Service
D2 Languages (includes Reading)
D3 Life Sciences and Physical Science
D4 Mathematical Sciences
D5 Personnel Management and Development
D6 P E , Health, Leisure
D7 Social Sciences and Social Studies
D8 Special Education
D9 Vocational Education/Computer Technology

APPENDIX P

FY 88 PROFESSIONAL DEVELOPMENT STIPEND PROGRAM EXPENDITURE BY SCHOOL SYSTEM

SCHOOL SYSTEM	STIPEND ALLOCATION	STIPEND PAID	EMPLOYMENT BENEFITS	TOTAL EXPENDITURE
APPLING COUNTY	$74,242	$73,943.04	$132.36	$74,075.40
ATKINSON COUNTY	$29,139	$27,580.10	$1,971.97	$29,552.07
BACON COUNTY	$44,931	$46,118.87	$0.00	$46,118.87
BAKER COUNTY	$8,903	$8,865.46	$0.00	$8,865.46
BALDWIN COUNTY	$125,439	$118,767.33	$8,491.87	$127,259.20
BANKS COUNTY	$31,808	$29,685.24	$2,122.47	$31,807.71
BARROW COUNTY	$105,149	$103,985.44	$7,434.96	$111,420.40
BARTOW COUNTY	$162,840	$152,172.24	$10,880.53	$163,052.77
BEN HILL COUNTY	$23,829	$22,343.35	$1,485.65	$23,829.00
BERRIEN COUNTY	$58,318	$59,537.78	$62.19	$59,599.97
BIBB COUNTY	$526,886	$492,524.13	$35,215.48	$527,739.61
BLECKLEY COUNTY	$41,922	$37,608.62	$66.59	$37,675.21
BRANTLEY COUNTY	$51,989	$41,834.18	$33.29	$41,867.47
BROOKS COUNTY	$62,627	$58,298.64	$4,089.85	$62,388.49
BRYAN COUNTY	$61,214	$61,662.99	$242.01	$61,905.00
BULLOCH COUNTY	$141,460	$131,144.84	$209.88	$131,354.72
BURKE COUNTY	$89,941	$80,776.63	$6,145.80	$86,922.43
BUTTS COUNTY	$54,932	$51,552.86	$3,686.03	$55,238.89
CALHOUN COUNTY	$26,613	$26,052.03	$560.97	$26,613.00
CAMDEN COUNTY	$86,581	$88,218.11*		$88,218.11
CANDLER COUNTY	$32,213	$29,496.45	$2,016.09	$31,512.54
CARROLL COUNTY	$207,171	$201,384.65	$13,851.13	$215,235.78
CATOOSA COUNTY	$166,475	$155,366.31	$11,108.69	$166,475.00
CHARLTON COUNTY	$36,189	$33,517.54	$2,671.46	$36,189.00
CHATHAM COUNTY	$683,256	$323,060.07	$23,098.80	$346,158.87
CHATTAHOOCHEE COUNTY	$7,617	$7,276.00	$0.00	$7,276.00
CHATTOOGA COUNTY	$66,254	$63,470.52	$2,783.48	$66,254.00
CHEROKEE COUNTY	$284,643	$274,838.38	$9,804.62	$284,643.00
CLARKE COUNTY	$220,131	$219,776.51	$15,713.78	$235,490.29
CLAY COUNTY	$8,527	$7,814.23	$18.73	$7,832.96
CLAYTON COUNTY	$682,466	$676,352.80	$1,594.22	$677,947.02
CLINCH COUNTY	$31,856	$29,613.86	$1,771.23	$31,385.0
COBB COUNTY	$1,306,227	$1,184,433.00	$84,687.62	$1,269,120.6
COFFEE COUNTY	$128,225	$112,209.46	$8,022.99	$120,232.4
COLQUITT COUNTY	$160,428	$160,135.20	$323.11	$160,458.3
COLUMBIA COUNTY	$236,105	$220,495.17	$15,765.51	$236,260.6
COOK COUNTY	$58,760	$58,457.13	$89.56	$58,546.69
COWETA COUNTY	$199,810	$199,652.36	$13,368.52	$213,020.88
CRAWFORD COUNTY	$32,801	$17,511.13	$1,252.05	$18,763.18
CRISP COUNTY	$92,052	$87,390.62	$6,181.27	$93,571.89
DADE COUNTY	$46,096	$39,845.06	$2,848.92	$42,693.98
DAWSON COUNTY	$31,977	$32,589.67	$125.13	$32,714.80
DECATUR COUNTY	$127,434	$127,216.96	$219.26	$127,436.22
DEKALB COUNTY	$1,548,661	$1,288,214.00	$92,107.30	$1,380,321.30
DODGE COUNTY	$73,693	$69,074.51	$4,938.83	$74,013.34

SCHOOL SYSTEM	STIPEND ALLOCATION	STIPEND PAID	EMPLOYMENT BENEFITS	TOTAL EXPENDITURE
DOOLY COUNTY	$41,031	$40,915.54	$2,771.00	$43,686.54
DOUGHERTY COUNTY	$397,388	$368,809.56	$26,265.83	$395,075.39
DOUGLAS COUNTY	$283,432	$268,116.48	$19,170.16	$287,286.64
EARLY COUNTY	$60,048	$55,959.78	$3,445.94	$59,405.72
ECHOLS COUNTY	$10,844	$8,803.34	$0.00	$8,803.34
EFFINGHAM COUNTY	$102,661	$99,975.19	$2,685.81	$102,661.00
ELBERT COUNTY	$77,089	$76,877.65	$0.00	$76,877.65
EMANUEL COUNTY	$95,957	$88,006.66	$6,292.48	$94,299.14
EVANS COUNTY	$37,532	$37,859.66	$101.33	$37,960.99
FANNIN COUNTY	$58,911	$53,803.13	$3,847.05	$57,650.18
FAYETTE COUNTY	$213,400	$207,328.70	$633.20	$207,961.90
FLOYD COUNTY	$189,718	$177,111.23	$12,663.43	$189,774.66
FORSYTH COUNTY	$140,397	$139,989.22*		$139,989.22
FRANKLIN COUNTY	$67,509	$62,871.77	$4,495.33	$67,367.10
FULTON COUNTY	$832,398	$795,056.00	$525.00	$795,581.00
GILMER COUNTY	$48,086	$44,712.91	$3,197.01	$47,909.92
GLASCOCK COUNTY	$13,861	$13,022.11	$96.06	$13,118.17
GLYNN COUNTY	$210,211	$196,386.85	$14,041.66	$210,428.51
GORDON COUNTY	$103,074	$101,196.37	$1,877.63	$103,074.00
GRADY COUNTY	$86,467	$85,977.25	$157.24	$86,134.49
GREENE COUNTY	$51,142	$47,729.33	$3,412.67	$51,142.00
GWINNETT COUNTY	1,055,346	$1,022,009.09	$78,762.14	$1,100,771.23
HABERSHAM COUNTY	$97,870	$91,041.24	$6,828.76	$97,870.00
HALL COUNTY	$261,300	$258,366.17	$2,933.83	$261,300.00
HANCOCK COUNTY	$40,608	$33,109.41	$19.68	$33,129.09
HARALSON COUNTY	$58,544	$54,273.63	$3,880.59	$58,154.22
HARRIS COUNTY	$55,331	$55,894.29	$0.00	$55,894.29
HART COUNTY	$71,511	$65,991.00	$4,718.37	$70,709.37
HEARD COUNTY	$31,873	$32,569.48	$0.00	$32,569.48
HENRY COUNTY	$174,375	$171,040.10	$12,229.37	$183,269.47
HOUSTON COUNTY	$309,131	$289,060.16	$20,667.80	$309,727.96
IRWIN COUNTY	$35,405	$32,861.66	$37.48	$32,899.14
JACKSON COUNTY	$65,352	$65,224.30	$0.00	$65,224.30
JASPER COUNTY	$28,828	$27,780.35	$1,839.60	$29,619.95
JEFF DAVIS COUNTY	$53,504	$52,578.30	$55.02	$52,633.32
JEFFERSON COUNTY	$75,234	$67,376.06	$80.44	$67,456.50
JENKINS COUNTY	$38,091	$37,173.00	$110.89	$37,283.89
JOHNSON COUNTY	$32,959	$32,880.20	$2,350.93	$35,231.13
JONES COUNTY	$74,451	$74,030.05	$0.00	$74,030.05
LAMAR COUNTY	$45,688	$42,637.00	$3,048.55	$45,685.55
LANIER COUNTY	$25,250	$23,521.61	$1,681.80	$25,203.41
LAURENS COUNTY	$92,804	$86,168.98	$6,161.09	$92,330.07
LEE COUNTY	$72,614	$67,220.89	$4,806.30	$72,027.19
LIBERTY COUNTY	$144,697	$141,563.63	$3,133.37	$144,697.00
LINCOLN COUNTY	$30,308	$30,230.02	$0.00	$30,230.02
LONG COUNTY	$19,745	$17,830.40	$1,274.87	$19,105.27
LOWNDES COUNTY	144,690	$144,690.00	$0.00	$144,690.00
LUMPKIN COUNTY	$44,589	$44,374.50	$3,172.77	$47,547.27
MACON COUNTY	$54,238	$50,898.18	$3,639.24	$54,537.42
MADISON COUNTY	$78,088	$74,746.37	$5,344.38	$80,090.75
MARION COUNTY	$33,701	$23,717.40	$102.80	$23,820.20

SCHOOL SYSTEM	STIPEND ALLOCATION	STIPEND PAID	EMPLOYMENT BENEFITS	TOTAL EXPENDITURE
MCDUFFIE COUNTY	$83,123	$83,334.46	$130.07	$83,464.53
MCINTOSH COUNTY	$38,033	$37,727.70	$98.93	$37,826.63
MERIWETHER COUNTY	$92,668	$87,818.98	$101.72	$87,920.70
MILLER COUNTY	$27,529	$27,218.11	$1,946.09	$29,164.20
MITCHELL COUNTY	$66,672	$56,055.79	$182.87	$56,238.66
MONROE COUNTY	$57,912	$54,047.57	$3,864.43	$57,912.00
MONTGOMERY COUNTY	$24,426	$24,422.09	$0.00	$24,422.09
MORGAN COUNTY	$52,260	$51,118.15	$3,654.95	$54,773.10
MURRAY COUNTY	$100,146	$100,146.00	$123.28	$100,269.28
MUSCOGEE COUNTY	$651,409	$628,174.40	$44,914.47	$673,088.87
NEWTON COUNTY	$170,351	$161,504.07	$0.00	$161,504.07
OCONEE COUNTY	$62,160	$59,730.42	$156.28	$59,886.70
OGLETHORPE COUNTY	$38,326	$33,253.22	$54.69	$33,307.91
PAULDING COUNTY	$137,189	$135,803.34	$0.00	$135,803.34
PEACH COUNTY	$81,233	$57,517.24	$4,112.40	$61,629.64
PICKENS COUNTY	$52,735	$52,813.24	$0.00	$52,813.24
PIERCE COUNTY	$57,740	$52,603.12	$3,761.12	$56,364.24
PIKE COUNTY	$38,362	$38,438.20	$75.33	$38,513.53
POLK COUNTY	$136,566	$133,566.76	$240.03	$133,806.79
PULASKI COUNTY	$34,464	$33,313.72	$68.46	$33,382.18
PUTNAM COUNTY	$41,239	$39,967.21	$22.70	$39,989.91
QUITMAN COUNTY	$4,656	$4,370.05	$0.00	$4,370.05
RABUN COUNTY	$39,666	$39,539.77	$0.00	$39,539.77
RANDOLPH COUNTY	$38,321	$38,049.49	$85.31	$38,134.80
RICHMOND COUNTY	$676,018	$609,316.54	$41,480.49	$650,797.03
ROCKDALE COUNTY	$204,358	$204,872.00	$964.84	$205,836.84
SCHLEY COUNTY	$9,122	$8,969.66	$0.00	$8,969.66
SCREVEN COUNTY	$63,195	$62,490.64	$245.25	$62,735.89
SEMINOLE COUNTY	$38,875	$37,431.68	$2,676.37	$40,108.05
SPALDING COUNTY	$214,695	$191,896.00	$13,720.56	$205,616.56
STEPHENS COUNTY	$85,133	$72,842.22	$5,208.22	$78,050.44
STEWART COUNTY	$22,798	$17,225.78	$0.00	$17,225.78
SUMTER COUNTY	$40,464	$37,946.83	$2,558.72	$40,505.55
TALBOT COUNTY	$21,743	$21,743.00	$0.00	$21,743.00
TALIAFERRO COUNTY	$3,585	$3,739.07	$0.00	$3,739.07
TATTNALL COUNTY	$63,044	$64,742.97	$0.00	$64,742.97
TAYLOR COUNTY	$34,809	$34,809.00	$0.00	$34,809.00
TELFAIR COUNTY	$50,872	$42,482.69	$3,037.51	$45,520.20
TERRELL COUNTY	$43,043	$42,491.16	$75.63	$42,566.79
THOMAS COUNTY	$91,413	$91,987.34	$6,577.09	$98,564.43
TIFT COUNTY	$156,294	$109,656.29	$7,840.42	$117,496.71
TOOMBS COUNTY	$50,763	$48,297.60	$3,365.95	$51,663.55
TOWNS COUNTY	$16,082	$15,009.93	$1,073.21	$16,083.14
TREUTLEN COUNTY	$27,521	$27,247.76	$54.10	$27,301.86
TROUP COUNTY	$100,972	$94,440.52	$6,752.50	$101,193.02
TURNER COUNTY	$44,690	$47,599.11	$46.90	$47,646.01
TWIGGS COUNTY	$38,220	$38,270.98	$2,736.38	$41,007.36
UNION COUNTY	$37,266	$37,068.28	$56.50	$37,124.78
UPSON COUNTY	$68,270	$68,488.68	$4,896.64	$73,385.32
WALKER COUNTY	$200,163	$191,548.00	$13,360.00	$204,908.00
WALTON COUNTY	$125,768	$116,757.15	$8,348.14	$125,105.29

SCHOOL SYSTEM	STIPEND ALLOCATION	STIPEND PAID	EMPLOYMENT BENEFITS	TOTAL EXPENDITURE
WARE COUNTY	$83,163	$76,797.02	$5,490.99	$82,288.01
WARREN COUNTY	$22,821	$19,970.80	$1,427.91	$21,398.71
WASHINGTON COUNTY	$73,962	$66,699.14	$122.21	$66,821.35
WAYNE COUNTY	$92,931	$82,244.38	$5,880.53	$88,124.91
WEBSTER COUNTY	$5,404	$2,944.64	$33.46	$2,978.10
WHEELER COUNTY	$23,018	$23,027.26	$0.00	$23,027.26
WHITE COUNTY	$44,149	$47,498.29	$3,396.11	$50,894.40
WHITFIELD COUNTY	$200,294	$186,842.52	$13,359.24	$200,201.76
WILCOX COUNTY	$28,312	$28,312.02	$86.47	$28,398.49
WILKES COUNTY	$43,507	$43,199.57	$3,066.36	$46,265.93
WILKINSON COUNTY	$45,597	$43,411.14	$3,103.91	$46,515.05
WORTH COUNTY	$82,028	$70,280.68	$223.88	$70,504.56
AMERICUS CITY	$73,064	$66,831.23	$4,778.44	$71,609.67
ATLANTA CITY	$1,413,259	$1,383,474.21	$0.00	$1,383,474.21
BREMEN CITY	$24,788	$22,750.72	$1,626.66	$24,377.38
BUFORD CITY	$30,308	$29,833.65	$2,133.11	$31,966.76
CALHOUN CITY	$36,269	$33,494.00	$2,394.82	$35,888.82
CARROLLTON CITY	$63,700	$63,710.00	$4,559.01	$68,269.01
CARTERSVILLE CITY	$45,658	$42,613.51	$3,046.87	$45,660.38
CHICKAMAUGA CITY	$23,272	$21,719.08	$1,552.91	$23,271.99
COMMERCE CITY	$24,111	$21,438.04	$1,532.81	$22,970.85
DALTON CITY	$85,461	$65,943.93	$4,715.09	$70,659.02
DECATUR CITY	$51,153	$49,152.18	$2,000.82	$51,153.00
DUBLIN CITY	$75,969	$70,558.82	$4,940.49	$75,499.31
FITZGERALD CITY	$50,952	$40,568.13	$2,900.62	$43,468.75
GAINSVILLE CITY	$61,303	$52,953.58	$3,786.18	$56,739.76
HOGANSVILLE CITY	$17,981	$19,234.54	$0.00	$19,234.54
JEFFERSON CITY	$26,721	$26,807.45	$0.00	$26,807.45
LAGRANGE CITY	$101,630	$94,405.19	$6,749.97	$101,155.16
MARIETTA CITY	$101,936	$100,898.32	$259.18	$101,157.50
PELHAM CITY	$35,910	$35,635.35	$98.35	$35,733.70
ROME CITY	$106,827	$97,801.75	$6,992.83	$104,794.58
SOCIAL CIRCLE	$20,692	$20,508.74	$68.58	$20,577.32
THOMASTON CITY	$32,928	$30,390.48	$2,172.92	$32,563.40
THOMASVILLE CITY	$77,273	$77,273.00	$0.00	$77,273.00
TRION CITY	$22,627	$21,198.87	$1,515.72	$22,714.59
VALDOSTA CITY	$149,700	$148,988.60	$711.40	$149,700.00
VIDALIA CITY	$55,596	$55,336.23	$259.77	$55,596.00
WAYCROSS CITY	$71,801	$67,013.48	$4,787.52	$71,801.00
TOTALS	$23,027,548	$21,334,894.19 (includes local funds)	$958,196.79	$22,293,090.98
SYSTEMS REPORTING		186	156	
SYSTEMS NOT REPORTING		0	30	

* based on final professional development report